

ENVAR GROUP – DRUG AND ALCOHOL POLICY

ENVAR Group is committed to protecting the health and safety of all employees and others who may be affected by accidents, incidents or injuries arising from the misuse of drugs or alcohol.

Drug and alcohol management priorities

ENVAR Group will ensure that:

- risks arising from the inappropriate use of drugs or alcohol will be identified and assessed
- where there is a risk to health and safety from drug or alcohol misuse, effective control strategies will be implemented
- such control strategies will focus on job performance and safety, and will be implemented in conjunction with the organisations employee assistance program
- the alcohol and drugs policy will be explained to all new employees at induction
- workers are encouraged to report drug and alcohol problems that could present safety risks
- suitable training will be provided if needed, so that workers will know how to deal with drug and alcohol misuse appropriately
- interventions in the case of safety-related drug and alcohol problems will be monitored and evaluated, and followed up with further action if required.

Manager and Supervisor Commitment

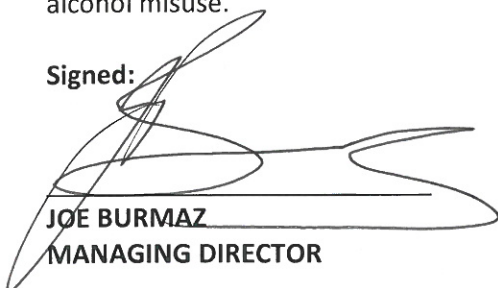
Managers and supervisors are responsible, within the scope of their authority, for ensuring that:

- the objectives of this policy are integrated into work practices
- effective action is taken to prevent accidents, incidents or injuries which could result from drug or alcohol misuse
- risks arising from drug or alcohol misuse are identified, assessed and controlled.

Employee Commitment

Employees are responsible for carrying out their duties in a safe manner, unimpaired by drugs or alcohol misuse.

Signed:



JOE BURMAZ
MANAGING DIRECTOR

27th January 2015