



# **DRUG AND ALCOHOL POLICY**

Comgroup Supplies is committed to the well-being of its employees, and to enabling its employees to perform their work in a manner, which is both productive, and does not jeopardise their own safety or the safety of others. Comgroup Supplies aims to educate and consult with workers that it is unacceptable to come to work under the influence of any illicit that may impair their performance.

Comgroup Supplies does not and will not condone:

- The use; sale or possession of any illicit or prohibited substance within the workplace
- The presence of employees adversely affected by drugs and or alcohol at the workplace
- The consumption of alcohol at the workplace

Comgroup Supplies understands that prescription medication may be taken for personal circumstances. If so, workers will be required to provide evidence from a registered medical practitioner. This evidence should state any working restrictions, side effects and any other information found to be relevant.

When attending a function as a representative of Comgroup Supplies, employees are expected to conduct themselves responsibly within the bounds of Comgroup Supplies policies.

Comgroup Supplies retains the right to conduct saliva testing using testing equipment in accordance with Australian Standards Regulations in the following circumstances:

- If suspected of being under the influence of illicit or prohibited substances within the workplace
- Are involved in an incident, accident or near miss,


Comgroup Supplies Pty Ltd will:

- Provide consultation and resources to educate and train workers about how being under the influence will endanger workers within the workplace.
- Enable workers to have a safe space to converse with senior managers about any problems that may occur while under the influence of illicit or prohibited substances.

Steven Myler  
**CEO**

  
Signature

Terry McManus  
**Head of People and Safety**

  
Signature