

RV Solutions WA is committed to providing and maintaining a safe working environment in which workers are not exposed to hazards arising from the use and abuse of alcohol or drugs.

These substances must not be permitted to jeopardise our workers', contractors, visitor, and the public's safety.

The Drug and Alcohol Policy is designed to achieve this aim.

- All persons engaged at the workplace are prohibited from work whilst under the influence of alcohol or drugs.
- All workers are required to report for work in a fit and proper condition, in order to perform their duties in a safe and efficient manner.
- Disciplinary action will be taken against any worker found to be in breach of the relevant project rules and procedures with regard to alcohol and drugs.
- The consumption, possession or sale of illegal drugs is prohibited whilst at work.
- Workers working at client sites must comply with the client's drug and alcohol policies and procedures.
- Confidential counselling and rehabilitation support services for workers may be arranged for those workers with drug or alcohol issues.
- RV Solutions WA reserves the right to administer appropriate drug and alcohol testing of all workers, including random testing, post-incident testing and for-cause testing.

This policy applies to all individuals on RV Solutions WA and/or client work sites.

We encourage all of our stakeholders to contribute towards the development of this Policy and to challenge any non-compliant or ineffective practices.

APPROVED: 1 July 2022

This Policy will be reviewed every 12mths to ensure its appropriateness, accuracy and value



Scott Earley
Director



Jason Lamb
Director