



Drugs And Alcohol

Coldstaff and its clients have a duty of care and are committed to ensuring the health, safety and welfare of all workers both permanent and casual on site. This also includes preventing potential harm associated with workers being impaired by drugs and / or alcohol whilst in the workplace.

Both Coldstaff and its clients have a zero tolerance policy regarding being either under the influence, or in possession of drugs and alcohol within the workplace. Workers should familiarise themselves with policies from both Coldstaff and the host provider.

Please be aware that Coldstaff's policy is that you may be required to undertake a test:

- If you are suspected to be under the influence
- After a near miss or as a result of an incident or accident on site
- Or you may be randomly selected to be tested or participate in a blanket test for all workers on site

Coldstaff has no interest in what workers do outside of work premises, but if you are tested and the results indicate that drugs or alcohol are in your system, then you will be escorted from the workplace and not be permitted to return. Also please note that to decline to be tested will be seen as breach of the policy and will also be subject to disciplinary measures up to and including termination of employment.

Any questions please feel free to contact Coldstaff representative.

Regards

Coldstaff Management