

Drug and Alcohol Policy

At Aerco NW Electrical Pty Ltd, we are committed to maintaining a safe, healthy, and productive workplace. The misuse of drugs and alcohol poses risks to the safety and well-being of our employees, clients, and stakeholders. This policy reflects our dedication to upholding high standards of safety, performance, and respect in the workplace.

Our Commitment to a Safe Workplace

- **Zero Tolerance Approach:** Aerco NW Electrical enforces a strict zero-tolerance policy regarding drug and alcohol use in the workplace.
- **Fit for Duty Standards:** All employees must be in a fit state to perform their duties safely and effectively, free from the influence of drugs, alcohol, or impairing substances.
- **Testing and Monitoring:** Drug and alcohol testing may occur based on reasonable suspicion, following incidents, or as part of random testing programs to ensure compliance and safety.
- **Support and Rehabilitation:** We offer support to employees through education, counseling, and rehabilitation programs to address substance-related issues.
- **Compliance with Laws and Standards:** Aerco NW Electrical adheres to all applicable Australian workplace laws and safety regulations concerning drugs and alcohol.

Our Objectives

- To eliminate risks to workplace safety arising from drug and alcohol use.
- To provide education and training on the effects of drugs and alcohol and their impact on health, safety, and performance.
- To establish clear guidelines for testing, reporting, and managing incidents related to drugs and alcohol.
- To support employees in overcoming substance-related challenges through rehabilitation programs.
- To maintain a professional and safe working environment for all employees, clients, and stakeholders.

A Shared Responsibility

At Aerco NW Electrical, ensuring a drug- and alcohol-free workplace is a collective responsibility. All employees, contractors, and stakeholders are expected to:

- Refrain from consuming or being under the influence of drugs or alcohol while performing work duties.
- Report any observed violations of this policy or concerns regarding drug and alcohol use in the workplace.
- Cooperate with the company's testing and investigation procedures when required.
- Seek assistance if facing challenges with drug or alcohol use and participate in recommended rehabilitation programs.

We are committed to fostering a workplace where safety and well-being come first. Through strict adherence to this policy, Aerco NW Electrical aims to protect its team and maintain a productive, respectful, and hazard-free environment.