



INTEGRATED MANAGEMENT SYSTEM

Drug and Alcohol Policy

XC - POL - 04

Our zero tolerance position on alcohol and drugs, the testing we participate in, and the support available to anyone who asks for it.

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XCELER8 CONSTRUCTIONS PTY LTD

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POLICY STATEMENT

Xceler8 Constructions Pty Ltd operates cranes, elevating work platforms, earthmoving plant and power tools, and works at height and around live traffic. A worker affected by alcohol or drugs on one of our worksites is a danger to themselves and to everyone around them.

Xceler8 Constructions maintains a zero tolerance position: no person is to attend, remain at or perform work on a worksite while affected by alcohol or drugs. This policy applies to all workers, subcontractors, labour hire personnel and visitors, and applies in addition to any principal contractor drug and alcohol requirements, which take precedence where they are more stringent.

No person is to attend, remain at or perform work on an Xceler8 Constructions worksite while affected by alcohol or drugs. There is no version of this that is negotiable.

REQUIREMENTS

- The threshold for alcohol is a blood alcohol concentration of 0.000 for any person operating plant, driving a company vehicle, performing high risk construction work or holding a supervisory role, and 0.02 for all other workers unless the principal contractor specifies otherwise.
- The possession, consumption, sale or distribution of alcohol or illicit drugs on a worksite, in a company vehicle or in company accommodation is prohibited.
- Workers taking prescription or over-the-counter medication that may affect their ability to work safely must advise their Supervisor before starting work. This information is treated confidentially and is used only to determine safe duties.
- Xceler8 Constructions participates in principal contractor testing regimes, including pre-employment, random, post-incident, for-cause and return-to-work testing.
- A worker who returns a positive result, or who refuses to submit to a test, will be stood down from site immediately and safely transported off site. They will not be permitted to drive.

CONSEQUENCES AND SUPPORT

A confirmed positive result or a refusal to test is a serious breach of this policy and will be managed as a disciplinary matter, which may include removal from site, suspension or termination of engagement, depending on the circumstances.

Xceler8 Constructions recognises that substance dependency is a health issue. A worker who approaches their Supervisor or the Director voluntarily, before any test or incident, seeking help will be supported to access assistance and, where practicable, offered alternative duties while they do so. Coming forward voluntarily will not of itself be treated as a disciplinary matter.

RESPONSIBILITIES

Director — maintains this policy, arranges testing where required, and makes final decisions on disciplinary outcomes.

Supervisors and Foremen — observe fitness for work at pre-start, stand down any worker they reasonably believe to be affected, arrange safe transport, and notify the Director and the principal contractor.

Workers and subcontractors — present fit for work at the start of every shift, declare medication that may affect performance, and comply with testing when required.

RELATED DOCUMENTS

This policy is communicated at induction and is a condition of engagement with Xceler8 Constructions.

AUTHORISATION

Approved by:	Jesse Lindenberg — Director
Signature:	
Date:	