DRUG AND ALCOHOL POLICY

Capstone Construction acknowledges that drug and alcohol abuse presents a significant risk factor to safety, health and productivity in the workplace. The performance of Capstone Construction personnel can be affected if working under the influence of alcohol and drugs and can pose an unacceptable safety risk to themselves and their fellow workers.

Capstone Construction recognises its legal responsibility under the Work Health and Safety Act 2020 (WA) in minimising employees and contractor's exposure to any hazards or incidents in the workplace. Additionally, the legal responsibility of the employees and contractors is that they must act responsibly at all times, and not expose themselves or others to safety risks due to impairment caused by drugs and/or alcohol.

Capstone Construction shall ensure to the best of its ability that all personnel under its control and authority will not at any time during the performance of their work, take or be under the influence of any alcoholic liquor, drug or other intoxicating substance, whilst on duty, other than for bona fide medical reasons.

Just cause D&A testing may be implemented at the discretion of Capstone Construction Management and will be mandatory in the case of a serious incident on-site.

The use of any form of unauthorised drugs or alcohol on the job, or the arrival of any person on the worksite visibly under the influence of drugs or alcohol will be a cause for disciplinary action up to and including, if appropriate, dismissal.

This policy will be reviewed annually.



Matt Lucarelli
Director