

ALCOHOL AND DRUG POLICY

XPower is committed, as far as reasonably practicable, to meeting Health and Safety requirements to provide and maintain the good health and safety of its employees, to ensuring healthy and safe working conditions, and to the safe operation of all plant and equipment in the workplace. Employees are also required under relevant Health and Safety legislation to take reasonable care for their own health and safety and for the health and safety of anyone else who may be affected by their acts or omissions at the workplace.

XPower recognises the misuse of alcohol and drugs may have a detrimental effect on individuals, XPower and the community. Alcohol and other drugs (both legal and illegal) misuse, may contribute to health and safety risks, workplace incidents and poor work performance.

The primary focus of this policy is to ensure people are fit for work. Employees reporting for or undertaking duties are required to be in a 'fit condition' to carry out their duties. The requirement to be in a fit condition for work applies to all employees and contractors at all times work is performed for or on behalf of XPower. Any employee who considers they may have an alcohol or drug misuse issue that could impact on the workplace is strongly encouraged to seek advice and assistance. XPower employees can access support through the Employee Assistance Program (XPower Health and Wellbeing Policy).

XPower has adopted the Alcohol and Drug Policy, which prohibits all employees, contractors and visitors from working or conducting company business under the influence of alcohol or drugs.

'0' (ZERO)

ALCOHOL & DRUG LEVEL IS REQUIRED FOR ALL EMPLOYEES

Employees/contractors must maintain a 0.00% blood alcohol concentration (BAC) level.

No employee/contractor is to present to work under the influence of illicit drugs, or any prescription or over-the-counter medication which adversely effects their ability to perform work safely.

Breach of this Policy and/or refusal to undertake a drug or alcohol test constitutes serious misconduct and employees will be subject to disciplinary action or instant dismissal.

Unlicensed sale of alcohol and the sale, distribution or use of illegal drugs is against the law. If carried out on XPower premises or job sites it will constitute serious misconduct and employees will be subject to disciplinary action or instant dismissal.

This Policy works in conjunction with XPower Procedure 14 – Alcohol and Drug Testing and has been prepared in the interests of worker health and safety by XPower Management.



Signed: _____

Director

Date: 27.04.23