

# DRUG & ALCOHOL POLICY



McCabe Construction is committed to achieving a healthy and safe working environment for all of our employees. As such, we recognise that alcohol, drug and other substance abuse by employees can have a serious adverse effect on their own health and safety as well as others. As such, all employees must not:

use or possess illegal drugs or be under the influence of alcohol in any workplace; or while driving a company vehicle.

If a co-worker suspects another to be affected by drugs or alcohol, they must inform the Project Manager or Site Supervisor immediately.

Employees undergoing prescribed medical treatment with a controlled substance that may affect the safe performance of their duties are required to report this to their Project Manager or Site Supervisor.

All issues pertaining to these matters shall be kept strictly confidential. A breach of this policy may initiate appropriate action including the termination of employment or subcontractor agreement.

Our company is committed to ensuring that all employees are aware of the dangers of drug and alcohol abuse and the potential dangers they impose in the workplace.

This policy shall be reviewed annually by the Managing Director in consultation with Senior Management and all employees.

Thomas McCabe.

*Thomas McCabe*

Managing Director

1<sup>st</sup> July 2017