

Drugs and Alcohol in the Workplace Policy

Commitment to Workplace Safety

Zenergy Asia Pacific Pty Ltd (Zenergy) is dedicated to maintaining a safe and healthy working environment that is entirely free from the influence of drugs and alcohol. The company promotes a Zero Tolerance approach to alcohol and drug use at the workplace. This commitment extends to safeguarding the health, wellbeing, and safety of all employees and members of the public by striving to eliminate accidents, incidents, or injuries resulting from substance use at work wherever possible.

Scope of the Policy

This policy applies to every employee and contractor engaged by Zenergy. It includes subcontractors, trainees, volunteers, potential workers, or any other individuals who have been advised by the company that the policy is relevant to them. Collectively, these individuals are referred to as 'workers'.

Furthermore, the policy encompasses situations where workers are assigned to work with clients. In such scenarios, workers are required to adhere to the relevant policies of both Zenergy and the client organisation.

Policy Objectives

The primary objective of Zenergy's Drugs and Alcohol in the Workplace Policy is to ensure that workers are not under the influence of alcohol or drugs when arriving at work and throughout their working hours, as far as practicable. The policy aims to address drug and alcohol use which may negatively impact work performance or pose a risk to the individual, colleagues, or the public. The intent is to uphold a satisfactory standard of work health and safety and performance, attending to both the welfare of individual workers and the health and safety of others.

Preventative Focus

While disciplinary action may be necessary in some cases, the core focus of this policy is on prevention rather than punishment. It encourages proactive measures to prevent drug and alcohol-related risks in the workplace.

Supporting Procedures

This policy is supported by the Zenergy Drugs and Alcohol in the Workplace Procedure. The procedure outlines the expected standards of behaviour in relation to drugs and alcohol, details the responsibilities of Zenergy, its workers, and others present at the workplace, and specifies the consequences of breaching the policy.

Responsibilities

All Zenergy Managers are responsible for the effective implementation of this policy within their respective areas, in accordance with the requirements set out in the Zenergy Drugs and Alcohol in the Workplace Procedure.

Worker Requirements

It is essential that all workers present themselves for duty in a state unaffected by drugs or alcohol. In doing so, they ensure that their normal work activities do not place themselves, other employees, or the public at unnecessary risk to health and safety.

Testing for Drugs and Alcohol

Zenergy utilises objective medical testing methods to detect the presence of drugs or alcohol in the systems of workers engaged in any project. The company may require workers to undergo such testing under various circumstances, either with or without prior notice.

A handwritten signature in purple ink, appearing to read "D Woods".

Dean Woods, Director Zenergy Safety, Health and Wellbeing

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