

C.E.M. Alliance is committed to providing a safe place of work for all its employees, visitors, clients and customers. The consumption, use, distribution or solicitation of “Drugs and Alcohol” is prohibited in any company places of work.

C.E.M. Alliance recognises the impact drugs and alcohol has on workplace safety and the community as a whole, and as such the company is committed to reducing the risks associated with drugs and alcohol in the workplace by implementing control measures to reduce or eliminate exposure for all employees.

These are but are not limited to:

- Manage and implement safety management systems, plans, policies and procedures
- Meet all statutory and legal requirements related to Drugs and Alcohol in the workplace
- Meet or exceed all client and customer expectations for inspection and testing
- Carry out pre-employment, causal and random drug and alcohol testing as required
- Conduct pre-shift BAC testing as required
- Supervise and Monitor all employees for fitness for work compliance
- Provide education and training on the effects of drugs and alcohol
- Provide confidential assistance for employees as required

“C.E.M. Alliance is committed to providing a Drug and Alcohol-free work environment”

“This policy applies to all C.E.M. Alliance business activities”

The company recognises it is supporting the health and welfare of its employees and the general community by the promotion and enforcement of this policy.



GREG STEELE
Managing Director

04/04/19
DATE