

Drug & Alcohol Policy

Our Commitment

We commit to providing a workplace free from the risks of impairment associated with drugs and alcohol for all individuals working or visiting POAL premises.

- > All POAL premises are alcohol and illicit drug free sites
- > All those reporting for work or accessing POAL premises are to be unimpaired by drugs or alcohol
- > The possession or consumption of alcohol or illegal drugs at work is prohibited.
- > POAL will apply practices to assist the identification, assessment, and elimination of the risks of impairment from drug & alcohol use

How we go about this

We will engage with our people to ensure that the risks of impairment and ill health arising from the misuse of drugs and alcohol is understood and avoided.

We will undertake random drug and alcohol testing for POAL employees and contractors on a regular basis. We may also undertake testing prior to offer of employment, after an incident or if there is evidence to indicate a person is impaired by drugs or alcohol.

Employees who are taking prescribed medication which may result in impairment must notify their manager prior to undertaking work, so that alternative arrangements to ensure their safety can be made, if needed.

Policy Scope

This policy applies to everyone accessing POAL sites.

Policy Owner: GM Health, Safety & Wellbeing

Approved by the Board: 18 June 2025

Review frequency: Every two years