

# Ancon Homes (NSW) Pty Ltd

## Drug and Alcohol Policy

Ancon Homes (NSW) Pty Ltd is committed to providing a safe working environment and accordingly has adopted a drug and alcohol policy.

The policy endeavours to minimize hazards and risks that can arise from the consumption of drugs and alcohol in the workplace.

Whilst it is recognised that all persons engaged by Ancon Homes (NSW) Pty Ltd have a responsibility to meet their obligations, they also have a duty of care for their own safety & that of others. Should persons attend work under the influence of drugs or alcohol they will not have met this duty of care.

So that Ancon Homes (NSW) Pty Ltd can satisfy their duty of care, any person deemed to be under the influence of drugs or alcohol will not be permitted to attend or remain at work.

In situations where a person has attended work and deemed to be under the influence of drugs or alcohol a representative of Ancon Homes (NSW) Pty Ltd will arrange for transportation home for that person.

Assistance will also be offered to those persons where applicable.

### **THE CONSUMPTION OF ILLICIT DRUGS OR ALCOHOL AT THE WORKPLACE IS STRICTLY PROHIBITED**

Any worker who fails to adhere to this policy will be subject to disciplinary action, dismissal or cancellation of contract.

**Jason Commisso**

Director

Signature

**28th March 2024**

Date