

A A C A is committed to:

- Maintaining alcohol and drug free workplace at premises, we control and/or influence
- Preventing the effect of impairment, associated with the use of a substance(s) (being alcohol or drugs), likely to impact our people in carrying out their normal duties
- Maintaining an alcohol and drug program (procedure, guide, awareness, training, testing) as part of our fitness for work procedure and health and safety management system
- Ensuring the alcohol and drug program meets applicable laws, regulations, standards and codes
- Applying the alcohol and drug requirements to employees/workers, contractors and visitors in our workplaces
- Prohibiting the possession of, use or distribution of illegal substances and where the use of illegal substances is identified the matter may be reported to the police
- Providing managers and supervisors with resources to monitor the workplace activities under their control and where any use of illegal substances(s) is identified, have the authority to take necessary corrective and disciplinary action

To ensure the effectiveness of our alcohol and drug program, we will:

- Emphasise personal responsibility as the basis for compliance with the program requirements
- Communicate and consult with employees/workers, contractors and visitors (via induction, awareness training, education materials) defining the requirement of the program, the program details and their responsibilities
- Provide assistance to employees/workers seeking counselling and/or medical attention and the necessary rehabilitation to work
- Coordinate managers/supervisors in the appropriate monitoring and responses associated with suspected impairment in work-related behaviour and incidents