

DRUG AND ALCOHOL



Policy Statement

In line with the Work Health and Safety Act 2011, Ceasefire is dedicated to maintaining a safe and productive work environment free from drugs and alcohol. We recognize that drug and alcohol misuse endanger the health and safety of our employees and others. Therefore, Ceasefire is resolutely committed to eliminating drug and alcohol use and misuse in the workplace.

Policy Statement on Drug and Alcohol Use

At Ceasefire PFP, we are committed to providing a safe, healthy, and productive work environment for all employees. The misuse of drugs and alcohol poses significant risks to the health, safety, and well-being of our employees, clients, and the public, and it can adversely affect work performance and company reputation. To maintain a high standard of workplace safety and efficiency, we have established the following policy on drugs and alcohol use.

Prohibited Substances

- **Illegal Drugs:** The use, possession, distribution, or sale of illegal drugs or controlled substances during work hours on company premises, or at any company-sponsored events is strictly prohibited.
- **Alcohol:** Consumption of alcohol during work hours, on company premises, or at company-sponsored events is prohibited unless explicitly authorized by management for specific events. Employees must not report to work under the influence of alcohol.
- **Prescription Medications:** Employees must use prescription medications only as prescribed by a licensed medical professional. Any use that impairs the ability to perform job duties

safely and effectively is not allowed.

Employee Responsibilities

- **Compliance:** Employees are required to adhere to this policy and report any violations or concerns to their supervisors or HR.
- **Reporting:** Employees must inform their supervisors if they are taking any prescription or over-the-counter medications that may affect their ability to work safely.
- **Testing:** Employees may be subject to drug and alcohol testing as permitted by law, including pre-employment, random, reasonable suspicion, and post-accident testing.

Support and Rehabilitation

Employees who voluntarily seek help for substance abuse problems will not be subject to disciplinary action for seeking assistance or support.

Consequences of Violations

Violations of this policy may result in disciplinary action, up to and including termination of employment.

We are committed to enforcing this policy fairly and consistently to ensure a safe and productive workplace for everyone. By adhering to this policy, we can work together to maintain a healthy, safe, and supportive work environment.

Slayde Tana
General Manager