



## DRUG AND ALCOHOL POLICY

Morgan Marine Pty Ltd (MM) is committed to providing a safe work environment and fostering the health, wellbeing and safety of its employees, contractors and clients. The objective of this policy is to assist in the preventive approach in relation to illegal and non-prescription drug and alcohol use.

This policy applies to Company employees or contractors or other persons in a MM controlled work place.

MM operates a **zero tolerance** policy that strictly prohibits:

- being under the influence of,
- being in possession of, or
- the consumption of Alcohol, illegal and non-prescription drugs or other mood altering substances while in a MM controlled work place or on client operated sites.

For the purpose of this policy a MM workplace includes on board a vessel owned or operated by MM, MM offices, bases or facilities and also encompasses employees or contractors of MM providing services to clients on behalf of MM or when conducting business for or on behalf of MM.

Where a MM client specifies a testing or screening regime as part of a contract then all MM employees and contractors on that contract shall be subject to any additional requirements of the client.

MM shall ensure compliance with this Drug & Alcohol policy by (but not limited to) drug and alcohol testing during pre-employment and periodical medical assessments, post-incident testing, for cause, routine, random or blanket testing in all worksites.

MM shall initiate disciplinary action, including dismissal, for any violation of this policy. This shall include personnel who may be prevented from travelling for inappropriate behaviour whilst in transit for work.

All prescription medication that may impact on an individual's impairment or ability to perform required duties must be declared to the relevant Supervisor. Preventative, counselling and rehabilitation programs shall be made available to employees as who request assistance and any employee undertaking such program shall remain free from discrimination provided the request is not directly linked to a screening or potential screening process

Director

Date

16.10.16.

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