



Quality
ISO 9001



Alcohol & Drug Policy

Wild Company is committed to protecting the health and safety of all employees and others who may be affected by accidents, incidents or injuries arising from the misuse of drugs or alcohol.

Our Commitment

Managers and Supervisors are responsible, within the scope of their authority, for ensuring that:

- The objectives of this policy are integrated into work practices
- Effective action is taken to prevent accidents, incidents or injuries which could result from drug or alcohol misuse
- Risks arising from drug or alcohol misuse are identified, assessed and controlled.

Employees will comply with all laws and regulations relating to alcohol and drugs including, but not limited to the operation of motor vehicles or other plant and equipment. Wild Company will support employees who are experiencing alcohol or drug dependency/addiction, where reasonable and appropriate.

Employees are not permitted to:

- Be intoxicated or impaired by alcohol, prescription drugs/medications, legal non-prescription drugs/medications or illicit substances*; or
- Consume, possess, cultivate, distribute or sell illicit substances*;
 - Whilst at work;
 - On Wild Company premises or client work sites, in company vehicles, plant or equipment;
 - Undertaking work related activities on behalf of Wild Company.

** Illicit substances shall mean any substance, which is used in a manner that is not permitted by law. This may include prescription or legal non-prescription drugs/medications that are used for unintended purposes.*

Our Priorities

Wild Company will ensure that:

- Risks arising from the inappropriate use of drugs or alcohol will be identified and assessed
- Where there is a risk to health and safety from drug or alcohol misuse, effective control strategies will be implemented
- Such control strategies will focus on job performance and safety,
- The alcohol and drug policy will be explained to all new employees at induction
- Workers are encouraged to report drug and alcohol problems that could present safety risks
- Suitable training will be provided if needed, so that workers will know how to deal with drug and alcohol misuse appropriately
- Interventions in the case of safety-related drug and alcohol problems will be monitored and evaluated, and followed up with further action is required.

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RAY WILD

Designated Managing Director

