

Purpose

This Policy exists to establish our commitment for compliance to the Workplace Health and Safety Laws set out by each State Government required to be met by Omni-Com, especially those related to drug and alcohol.

This Policy applies to all employees, sub-contractors and outlines how we manage drug and alcohol use and/or their effect within the workplace.

Commitment

Omni-Com Management is committed to:

- Eliminate or minimise the risk to workers and the public from drugs or alcohol in the workplace.
- Zero tolerance stance to towards the use of illicit drugs and alcohol being consumed whilst presenting for work, whilst at work on site or in any Omni-Com vehicle.
- Ensuring all workers, subcontractors and visitors have the opportunity to enjoy a safe and healthy working environment.

Responsibility

All

- Present to work fit for duty not impaired by or under the influence of drugs or alcohol
- Notify direct Supervisor or Manager if taking prescription medication that may impair or affect your ability to undertake your duties safely.
- Submit to random drug and alcohol screens if and when asked to (at cause testing).
- Submit to periodic assessments in line with the driver medical conditions of operating a heavy vehicle.
- Only operate heavy vehicles with blood alcohol content (BAC) of 0.00 as per national road legislation.
- Not carry on their person or in any vehicle any illicit or illegal drugs whilst on site or in a Omni-Com vehicle.

Manager or Supervisors

- Ensure that any staff members who notify the use of prescription medication are observed and plans put in place to minimise the risks associated with that medication. Where there is risk of impairment the employee may be required to take undertake alternate duties or take personal leave.
- Intervene where there is suspicion of illicit drugs or alcohol being consumed while employees or subcontractors are in the course of their duties, and notify Senior Management and/or Directors of issues related to the use of illicit drugs or alcohol on site.

Directors and Senior Managers

- Promote a safe and healthy environment
- Take action where drugs and or alcohol is found to be consumed whilst undertaking duties for Omni-Com
- Ensure that random drug and alcohol screens are conducted quarterly for compliance to the Policy.

Legal Requirements

- Work Health and Safety Laws
 - Omni-Com will ensure, so far as is reasonably practicable, that workers and other persons are not exposed to health and safety risks arising from the business or undertakings.
Workers also have duties to take reasonable care for their own health and safety and that of other persons in the course of their duties.
- National Road Laws
 - Omni-Com will ensure that all drivers and parties to the chain of responsibility are adhering to the HVNL and relative road traffic acts related to on road legislation.

Failure to Comply

Failure to submit for a random drug and alcohol analysis by either Omni-Com or a Customer of Omni-Com will be treated as a positive result. Where a positive result is reached on a site based test, they will be referred for secondary laboratory analysis to confirm the result. An employee who returns a positive drug and/or alcohol reading will be stood down until laboratory results are received.

Failure to comply with the Omni-Com policy will result in an investigation and potential disciplinary actions (up to summary dismissal based on the circumstance) being taken against the individual(s) and/or Company identified during the investigation process.

The Omni-Com Disciplinary Procedure is to be referenced for more information on process and potential actions to be taken against an individual(s) or a company.

M. Bekdach

Director
Omni-Com Pty Ltd

A. Wawi

Director
Omni-Com Pty Ltd