



DRUG AND ALCOHOL POLICY STATEMENT

IRCH/TMCH has a zero tolerance policy on any drug taking by employees, contractors and sub-contractors that might have any effect on their work and safety, or safety of others in the workplace. This policy is incorporated in all operational policies, in employment agreements and in disciplinary procedures.

IRCH/TMCH is committed to maintaining a drug-free and alcohol-free workplace through education and training of employees, and also through:

- Pre-Employment Testing,
- Random testing,
- Reasonable cause testing, and
- Post-incident testing.

The safety and health of all employees, contractors, sub-contractors and visitors can be directly and adversely affected by the use of alcohol or drugs, or the abuse of prescribed medicines. This policy is designed to assist in ensuring all practicable and legal steps are taken to meet IRCH/TMCH's obligations under current legislation and specifically to ensure all potential hazards and their associated risks are identified, assessed and adequate measures taken to prevent injury and accidents. It is recognised that both alcohol and drugs have been identified as posing a potential threat to health and safety in the workplace.

Signed: I. K. Roebuck
Director

Date: 20 8 15