



# Consort Express Lines Limited

## Drug and Alcohol Policy

**It is the policy of Consort Express Lines Limited to safeguard its employees, customers, assets, business reputation and the environment from damage or accidents resulting from drug and alcohol misuse in the workplace.**

**Consort Express Lines Limited** has a duty of care to its employees, contractors, sub contractors and visitors, and as such are committed to providing a safe, healthy and productive workplace for all. Employees too, have an obligation to take reasonable care of the safety of themselves and others and co-operate in efforts to comply with occupational health and safety requirements.

The objective of this policy is to eliminate the hazards associated with drug and alcohol abuse in the workplace.

Alcohol or other drug abuse including the chewing of betel nut will cause short-term or long-term impairment to an employee's work performance jeopardising a safe working environment. In the interest of all employees, no person is permitted to enter the workplace while under the influence of alcohol or other drugs including betel nut that impair judgment or performance. An employee must remain capable at all times of performing any duty that may properly be required of him/her.

While at work or on a rostered period or duty, all employees are required to meet the legislative requirements and Company's **ZERO IMPAIRMENT** criteria:

- **No persons** are permitted to enter the workplace or board a company vessel while under the influence of alcohol or other drugs including betel nut, that impair his/her judgment or performance.
- **ZERO IMPAIRMENT** to work performance means that there should be no observable change in an employee's work performance due to the use of alcohol or other drugs including betel nut.
- **Testing** for drugs and alcohol will be conducted by using an "**Approved testing appliance**" and or "**certified medical practitioner**"
- Testing for drugs and alcohol will be conducted by a Manager or Supervisor and in the presence of a witness.
- Should an employee refuse testing immediate suspension of their duties must be imposed and the matter referred to the HR Manager.

All **Consort Express Line (CEL)** or **third party** vessels are to be free of alcohol and prohibited substances including betel nut. The possession, consumption, distribution or sale of alcohol, or drugs including betel nut on Company work premises or vessels is prohibited.

This policy applies to all Consort Express Lines Ltd (**CEL**) Permanent and Casual employees.

**Consort Express Lines Limited** reserves the right to discipline any employee found to be in breach of this Policy.

Stuart Craker  
General Manager