



MCS Civil (NSW) Pty Ltd

DRUG AND ALCOHOL POLICY

MCS Civil NSW is committed to providing employees with a safe, healthy and supportive environment in which to work. Although MCS Civil NSW respects the right of employees to consume alcohol and other Legal drugs, we will commit to providing a supportive workplace culture where healthy lifestyle choices are valued and encouraged. MCS Civil shall uphold these beliefs where any work is performed by MCS Civil or its subcontractors.

Drug and alcohol policy Objectives

- To comply with the requirements of the Workplace Health and Safety Act 2011 and the Rail Safety Act 2012, especially those related to alcohol and drug consumption
- Assist employees to reduce their harmful behaviour, and lifestyle-related alcohol and drug consumption

Scope

- This policy applies to all employees at MCS Civil NSW, or those representing MCS Civil NSW.
- Alcohol and other drugs or any substance that has a psychoactive effect, shall not be consumed on the organisation's premises, in work vehicles, or at any time as paid employees of the organisation, or as a representative of the organisation.
- MCS Civil reserves the right to introduce drug and alcohol testing for all Workers at sites and offices on a random or with cause basis.
- For work sites, MCS Civil requires Workers to have a Breath Alcohol Concentration (BrAC) of zero percent due to the number of high risk activities performed on projects.
- The drug cut-off levels are defined in Australian Standard AS/NZS 4308:
 - Amphetamines 0.3 ug/mL, Barbiturates 0.2 ug/mL, Benzodiazepines 0.2 ug/mL, Cannabinoids 50 ng/mL, Cocaine 0.3 ug/mL, Methadone 0.3 ug/mL, Opiates 0.3 ug/mL
- Workers under the influence of alcohol or impaired by drugs (whether illegal or prescribed) or with a Breath Alcohol Concentration (BrAC) in excess of zero will be considered unfit for work at a MCS Civil workplace or not fit to be present at the workplace and are required to remove themselves from the workplace or may be subject to a direction to leave the workplace by safe and appropriate means.
- Where applicable, MCS Civil will also comply with the requirements of a client, principal contractor or joint venture partner's drug and alcohol/fitness for work program and/or policies
- Workers taking prescription medication that may adversely affect their ability to drive or operate plant or equipment must notify their supervisor so that appropriate precautions or duty modifications can be implemented. Breach of the above policy by a MCS Civil employee, MCS CIVIL subcontractor or other person engaged on a MCS Civil controlled site may result in MCS Civil taking appropriate steps to remove the person from the workplace or to exclude the person from the workplace on a temporary or permanent basis as per MCS Civil disciplinary procedures.