




Drug and Alcohol Policy

DCE Electrical and Leopard Controls are committed to providing quality products and services to customers, maintaining safe systems of work and minimising impacts on the environment. To ensure continual improvement in each of these areas, DCE Electrical and Leopard Controls have the following requirements:

- The use or misuse of Drugs and Alcohol adversely affects a worker's ability to exercise judgment, coordination, motor control, concentration and alertness, leading to increased risk of injury or incidents to themselves or others
- Employees, subcontractors, suppliers, customers and any other persons on sites have the right to expect that their safety will not be impacted by the use or misuse of alcohol or drugs
- DCE Electrical and Leopard Controls maintain a ZERO TOLERANCE to the use of drugs or alcohol in the workplace. This includes travel to and from site. Employees may be required to undertake a Drug and Alcohol screen to determine their fitness for work following an incident or where reasonable cause to do so has been observed. DCE/Leopard Controls will comply with customer requirements for Drug and Alcohol screening.
- All workers will ensure that they are fit for work, and that their performance is not impaired by use or misuse of Drugs or Alcohol, including prescription drugs while on a DCE/Leopard Controls site
- Senior Management are responsible to ensure this policy is adhered to, providing resources to enable proper implementation and also provide authority to act as necessary to protect individuals and the interest of the business from use and misuse of Drugs and Alcohol
- Drug and Alcohol misuse is primarily a medical issue, DCE Electrical and Leopard Controls will provide assistance and support as appropriate via the company Employee Assistance Program. All EAP interaction will remain confidential
- Deliberate or repeated actions in breach of this policy may lead to Performance Management, which could result in disciplinary action up to and including termination of employment

Signed

Lindsay Dick: 
Managing Director

Date: 22/12/2022