



Our Commitment to Maintaining a Workplace Free from the Adverse Effects of Alcohol and Drugs

Ernslaw One Ltd is committed to creating and maintaining a workplace free from the adverse effects of alcohol and drugs. Our commitment:

- supports the company values
- achieves a healthier and safer workplace and workforce

Ernslaw One will support our staff and contractors in achieving this goal through these initiatives:

Pre-employment / Internal Transfer and Promotion Testing

The company offers new appointments, and internal transfers and promotion contingent on applicants returning negative alcohol and drug tests.

Random Testing

Company employees should be tested at unannounced random intervals for the presence of alcohol or drugs. All employees (including management) involved in safety-sensitive operations must have an equal chance of being selected for alcohol & drug testing.

Post-Accident or Incident Testing

Company employees should be tested for the presence of alcohol or drugs when an accident, incident or near hit that could have resulted in Serious Harm occurs.

Reasonable Cause Testing

Employees should be tested for the presence of alcohol or drugs where their actions, appearance, behaviour or conduct suggests alcohol or drugs may be impacting on their work.

Serious Misconduct

Employees observed taking, selling, transferring or being in the possession of illicit drugs, or being impaired by alcohol at work, will be disciplined according to the company's serious misconduct procedures.

Voluntary Rehabilitation

Ernslaw One offers its employees an Employment Assistance Programme and the opportunity to voluntarily join the company's Alcohol and Drug Rehabilitation Programme.

Compulsory Rehabilitation

The company provides an Alcohol and Drug Rehabilitation Programme for employees testing positive for alcohol or drugs under the post-accident or incident, reasonable cause, internal transfer and promotion, and random testing clauses of the Alcohol and Drug policy.

The leadership and commitment of Ernslaw One's staff in adopting the Company's Alcohol and Drug policy is appreciated, as it sends a very clear message to our contract workforce that we want a healthier and safer workplace.

Thomas Song
Managing Director

1 July 2008
Reaffirmed June 2012