

DRUG & ALCOHOL POLICY

We are committed to meeting our health, safety and wellbeing obligations by providing and maintaining a workplace where all workers are fit for work and free from the influence of drugs and alcohol.

We will:

- Provide and maintain a safe and healthy working environment where all workers operate free from the influence of drugs, alcohol, and other substances that may affect their ability to work safely.
- Require all employees, contractors and visitors to be fit for work and to undertake their duties free from the influence of drugs and alcohol at all times while undertaking work-related activities.
- Support our Life Saving Rule – “We always work free from the influence of Drugs and Alcohol” and expect all workers to intervene, speak up and take action when they believe someone may not be fit for work.
- Implement and maintain the Drug & Alcohol Management Standard, including fitness-for-work requirements, education, testing and assurance processes designed to manage drug and alcohol risks.
- Treat all workers fairly, consistently and respectfully in the application of this Policy, associated testing programmes and management processes, while protecting privacy and confidentiality.
- Apply this Policy consistently across all Fletcher Construction operations, sites, employees and contractors, ensuring that drug and alcohol risks are effectively managed, and workplace safety is maintained.



Phil Boylen
Chief Executive Officer - Fletcher Construction

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