

Drug and Alcohol Policy

Mass is committed to providing safe, healthy and productive workplaces and shares the concerns of community and client stakeholders over the harmful physical, behavioural and social effects of dependence or abuse of drugs and/or alcohol.

Drug or alcohol abuse causes short and long term impairment to a person's work performance; it can impact on their safety and health, and may even impact on the safety of others at a workplace. To minimise risks associated with drugs and alcohol abuse and to assist in Mass's commitment to providing a safe, healthy and productive workplace, the following is prohibited while working on Mass or Host workplaces:

- Undertaking high risk work duties or work at high risk workplaces under the influence of drugs or alcohol;
- Driving a motor vehicle under the influence of drugs or alcohol on a construction site;
- Driving a motor vehicle under the influence of drugs or with a blood alcohol level over 0.000 BAC while at work or travelling to and from work;
- Illegal drug use or drug use that impairs an individual's capacity to perform their duties, including their responsibility to work safely;
- Operating plant and equipment while under the influence of drugs or alcohol; and
- The provision of alcohol to a person(s) under the legal age limit.

Objectives

In enforcing the prohibitions above, Mass manages the risks associated with the use of drugs and/or alcohol in the workplace in a way that is consistent and fair to all employees. More specifically, Mass Resources' objectives include:

- Provision and maintenance of a safe, healthy and productive workplace;
- Conducting Random, for Cause and blanket drug and alcohol screening;
- Promoting awareness of the risks associated with drugs or alcohol abuse;
- Preclusion from employment of individuals who test positive during Pre-Employment Medical Assessment drug screening;
- Ensuring that consultant remains confidential between management and employees in the ongoing prevention, education, counselling and rehabilitation of employees affected by drug or alcohol use; and
- Adhering to the Mass Drugs & Alcohol Procedure and the code of conduct that support this policy.

To ensure Mass's commitment to a safe, healthy and productive workplace, all managers shall promote and comply with this Policy and the Mass Drugs & Alcohol Procedure which includes mandatory codes of behaviour. All employees, subcontractors or other visitors who represent Mass, inclusive of those working at Host workplaces shall abide by the provisions of this Policy as a condition of employment or contract.



Charles Massarella
Managing Director