

Drug & Alcohol Policy

Our Purpose

At Brunel, we are committed to providing a safe, productive, and healthy work environment for our workers, partners, clients, and the communities where we operate. We recognise that drug and alcohol misuse can impair a person's ability to perform their work safely and effectively, and can pose serious risks to health, safety, and wellbeing.

Therefore, we have developed this policy to provide clarity and outline our expectations and responsibilities regarding drug and alcohol use and testing, and to provide support and assistance to those who may need it. This policy is to be implemented in conjunction with Brunel's **Fitness for Work Policy**, associated manual, and applies to all Brunel workers as well as any visitors to our offices or client's sites. Additionally, Brunel workers will follow the client's policies and procedures when working on a client's site. Where there are differences, the higher standard will apply to Brunel workers.

1. Impairment Due to Drugs or Alcohol

All Brunel workers are required to not be under the influence of alcohol or any substance which can impair their ability to perform their role safely or breach relevant legal requirements during work.

2. Testing

Brunel requires testing for all site-based workers during their pre-employment screening and will support its client's randomised testing programs. Furthermore, Brunel's non-remote office-based workers may be required to undergo pre-employment testing in line with its client's requirements. Additional testing may be required in response to a workplace incident, or with just cause. Brunel expects all workers to comply with a reasonable direction to undergo drug & alcohol testing either by Brunel or its client. Any person refusing to participate in alcohol or other drug testing, or tampering with a test sample shall be deemed to have a non-negative test and shall be dealt with in accordance with the appropriate disciplinary procedures.

Workers are required to disclose any relevant medication they are currently taking **prior** to undergoing drug and alcohol screening to ensure accurate interpretation of test results.

Testing must be performed and confirmed via a Drug Alcohol Screen conducted by a qualified person and in accordance with Australian Standards **AS/NZS 4308 & AS 4760**.

3. Alcohol

Being under the influence of alcohol while working can lead to disciplinary action where there has been a confirmed breach of either Brunel's or our client's Fitness for Work Policies or applicable legislative requirement. All Brunel workers are required to not be under the influence of alcohol or any substance which can impair their ability to perform their role safely at work.

Brunel have a zero tolerance to consumption of alcohol during work hours. Unless a specific exemption for an event occurs with written management approval alcohol consumption is not permitted. In all circumstances our code of conduct applies.

4. Prescription Medications

Medicinal Cannabis: Brunel will endeavour to accommodate the legitimate use of medicinal cannabis in accordance with applicable laws and regulations. Reasonable accommodation will be made, where possible, to support workers' use of medicinal cannabis where its use does not compromise workplace safety or performance standards.

It is illegal to drive a vehicle or operate machinery in Australia with measurable concentrations of THC (tetrahydrocannabinol). In accordance with this law, workers assigned to roles where driving or the operation of machinery is a required function of their role must not consume any form of cannabis with active THC. CBD (cannabidiol) products with <2% THC may be considered on a case-by-case basis.

Prescription Only & Controlled Drugs: For all prescription only &/or controlled medications, a worker must provide a valid prescription or equivalent evidence to ensure its appropriate use. Brunel will need to assess the use of these medications including potential impacts to fitness for work against the proposed role. The underlying medical condition, potential likelihood of exacerbating an injury, ability to safely perform the assigned role, or potential risk to the safety and health of others should also be considered when determining fitness for work and suitability for engagement.

5. Non-prescription Medications

As the case with prescription only medications, non-prescription or "over the counter" medications should also be reviewed to ensure that there is no undue risk to the health and safety of the worker, or those around them. These medications must also not impair their ability to safely perform their role.

6. Illicit Drugs

An illicit drug is defined as a drug which is illegal to possess, or a legal drug used for a non-medical purpose or obtained by illegal means – that is without a valid prescription.

Brunel has a "zero tolerance" approach to illicit drugs in the workplace. Should there be a confirmed instance of the use or trafficking of an illicit substance, this would constitute serious misconduct and will result in termination and severance of services.

Brunel acknowledges that some forms of addiction may be linked to a medical condition. As such, workers with a confirmed non-negative result shall be offered access to counselling via Brunel's EAP (Employee Assistance Program) to assist them in managing their condition. Additionally, should a worker have been identified as suffering from an addiction, the worker may be considered for re-engagement after a period of six months if they can demonstrate that appropriate rehabilitation and treatment has been obtained and their condition has resolved. On redeployment, they may also be subject to an increased frequency of drug and alcohol testing to ensure continued fitness for work.



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