

# LEGRA

LEGRA GROUP OF COMPANIES

## FIT FOR WORK POLICY

To ensure a safe and healthy work environment all company employees, contractors and visitors shall not be affected by Drugs, Alcohol, Fatigue or Stress.

All persons are to ensure that on presenting themselves for work they are not affected by Drugs, Alcohol, Fatigue or Stress.

Any person deemed to be unfit for work, e.g. under the influence of alcohol or drugs shall be immediately removed from the work site.

A negative Drug / Alcohol test result shall be submitted to management prior to the person recommencing work.

A person found in possession of drugs or alcohol on site shall be instantly dismissed.

It is the responsibility of any person that has knowledge of a fellow worker being intoxicated that they notify management immediately.

Person/s taking prescription or pharmacy medication shall provide documented evidence that the substance does not cause drowsiness nor impair the person to an extent that affects their ability to perform normal duties.

All testing and subsequent results shall be treated as medical-in-confidence and not made known to other than authorised persons.



**LYLE GILMORE**  
**MANAGING DIRECTOR**

Last Revised: Nov 2009  
Next Revision: Nov 2011