



PO Box 101-110
North Shore Mail Centre 0745
2/188 Target Road
Glenfield
Auckland 0627



Phone: +64 9 444-5076 (24 hours) Fax: +64 9 444-5130 www.tubman.co.nz boilersystems@tubman.co.nz

Drugs and Alcohol Policy

Tubman Heating Limited (the Company) is committed to a workplace free from the effects of drugs and alcohol, thereby ensuring a safe and healthy environment for all people that come into contact with the company, including employees, contractors, customers and the general public, regardless of their position or status. This policy should be read in conjunction with the Tubman Heating Limited Drug and Alcohol Procedure Manual, the Tubman Heating Limited Health and Safety Policy and the Tubman Heating Limited Health, Safety, Environment and Hazard Policy Manual.

The Company has a firm commitment to the education and training of its employees to ensure their continuing drug and alcohol awareness. It also commits itself to rehabilitative programmes for any employees who require support and assistance where they have addiction problems provided that such employees are prepared to accept responsibility themselves, for such issues and commit to any company sponsored programmes.

To ensure the protection of health and safety for all, the Company will, where required, manage the risk of drugs and alcohol causing impairment as follows:

- Pre-employment testing
- Post Incident Testing
- Just Cause Testing
- Random Testing
- Self-Referral Procedures
- Rehabilitation Programmes
- Discipline Procedures

The Company considers the use and/or possession of drugs, the misuse of prescription or over the counter drugs, or the consumption of alcohol while at work as unacceptable behaviour which will lead to disciplinary procedures, up to and including termination.

The Company also considers that any employee deemed 'unfit for work' or 'under the influence' as a potential threat to the health and safety of themselves and/or their fellow employees or others, including the public. Attending work under such circumstances is considered to be unacceptable behaviour, which will lead to disciplinary procedures, up to and including termination.

Management is required to investigate and report on any breaches of this policy


Chris Callen
Managing Director

Date

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Page 1 of 1