



SOUTHERN MEATS PTY LTD

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Drugs and Alcohol

This policy is intended to provide a drug-free workplace that will help make this facility a healthy, safe and productive place to work. People whilst under the influence of alcohol or other drugs are a potential risk to themselves, and also an unnecessary risk to the safety of others.

Alcohol & Other Drug Dependencies

The Company recognises the harmful dependence on alcohol and other drugs as a disease that is treatable. Any employee having this disease will receive careful consideration and will be directed to treatment.

Pre-Employment Drug & Alcohol Testing

Persons apply for positions that require a pre-medical employment physical examination. Those who fail the physical examination as a result of drug testing or alcohol use will not be eligible for employment. In addition to those seeking employment with the Company for the first time, this policy shall apply for the re-hire of former employees. Before being offered permanent employment a further negative result will be required. All Southern Meats applicants are required to declare any medication they are taking on their application form and to the Doctor at their pre-employment medical.

Drugs in the Workplace

It is against Company policy for Employees to be under the influence of or to manufacture, use, sell, transfer or possesses alcohol, narcotics, depressant stimulants, hallucinogens, marijuana or other dangerous drugs when reporting for work, while working while on or about Southern Meats premises.

Testing of Employees of Drugs & Alcohol will be conducted in the following instances.

Any personal medication eg blood pressure medicine, ventolin etc. should be kept in your locker. If your medication changes after your pre-employment medical you should notify the medical centre so your file can be updated. The only medication permitted to be carried on your person is EpiPen which helps treat anaphylaxis.

Pre employment testing - Drug testing will be part of your Pre Employment Medical.

Reasonable Cause Testing – When there is reasonable cause, due to uncharacteristic behaviour, to believe that an Employee is under the influence of a mood-altering substance or is otherwise violating policy.

Random – All employees may be subject to random testing

Medical Aid & Lost Time Accidents – All Southern Meats employees will be given a drug/alcohol screen when they sustain or cause a work related injury/illness that requires treatment or examination outside Southern Meats.