

Drug and Alcohol Policy

Globe Group is committed to providing a safe, healthy and productive work environment in accordance with legislative standards and best practice, for all workers, contractors and visitors, Globe Group have a zero-tolerance approach to unsafe behaviours in the workplace.

The company recognises that alcohol and/or drug misuse will impair an individual's ability to perform work safely and further, that alcohol or drug use is not permitted while operating a vehicle or attending construction workplaces. This policy aims to prevent the issues and minimise the risks associated with the misuse or abuse of alcohol and other drugs which affect performance, conduct and/or safety in the workplace environment.

This policy applies to all employees. Globe Group requires the performance of its workers, labour hire workers, contractors, and visitors of Globe Group to be unimpaired by drug or alcohol use or misuse whilst on company premises. This policy also applies to host employers' premises where workers may be working and representing Globe Group.

The consumption of alcohol and/or illegal drugs, including prescription medication and over the counter medication, where it impairs the ability to perform duties and responsibilities in a safe manner. Having a blood alcohol content beyond ZERO while performing operation of a vehicle, plant or attending to construction workplaces is prohibited by law.

The illegal or unauthorised possession, consumption, sale or being under the influence of alcohol or illicit drugs whilst on Globe Group or host employer premises is strictly prohibited.

Globe Group views drug and/or alcohol dependency as a medical condition and encourages any worker with a problem to seek confidential support and treatment.

Globe Group may conduct random drug and alcohol testing of any worker at its discretion in accordance with its drug and alcohol procedures, these tests will be performed by a trained and authorised individual.

An employee who refuses to participate or cooperate in a drug and alcohol test, will be immediately relieved from duty as Globe Group cannot be sure that they are fit to safely perform their duties required on site. The employee will be required to remain off site on unpaid leave, until such time as they consent to a drug and alcohol test to confirm they are fit to safely return to work.

If an employee is found to have tampered with a test sample, they will immediately be required to re-test, they will also be subject to disciplinary action which may include termination of their employment with Globe Group.

Any worker or contractor found to be in breach of this policy shall be subject to disciplinary action in accordance with the worker's contract of employment.

We ask all personnel for their support and commitment to this policy.



Joey Birch
Director @ Globe Group

Date: 10 August 2023