



## ALCOHOL & OTHER DRUG POLICY STATEMENT

We are committed to providing a workplace in which employees, subcontractors and visitors are free to go about their business without risk of injury from persons affected by Alcohol and other Drugs.

We aim to achieve this objective by:

- Educating people on the effects of these substances on personal health and well-being.
- Identifying problems, which contribute to substance abuse and seeking appropriate solutions to prevent their recurrence.
- Urging people to adopt a responsible approach to alcohol use by exercising moderation and being aware of the adverse effects of alcohol, prescription drugs and illegal drugs.
- Establishing a Zero Tolerance approach to alcohol and other drugs in the workplace, including a blood alcohol limit of 0.00%.
- Enforcing prescribed disciplinary procedures to those who are found on a **ADG** worksite testing positive to alcohol and other drugs or other breaches of the policy.

A handwritten signature in black ink, appearing to read 'Joseph Ruggier', written in a cursive style.

*Joseph Ruggier*  
**Director**  
**February 2010**