

Drug and Alcohol Policy

JBM Power recognises its responsibility under the Work Health and Safety Act and Regulations and as such is committed to the implementation of the following policy to ensure the safety of all workers as defined in the legislation.

- Illicit drugs and/or alcohol are not to be used or consumed by employees of JBM Power, contractors, subcontractors and personnel connected with the company, whilst they are performing or representing this company in their duties.
- Personnel who have either been prescribed drugs or narcotics by a general practitioner or who are taking treatment that may cause drowsiness or affect the safety of the person or others in the workplace, must advise their direct supervisor or JBM Representative, prior to coming on site. The necessary precautions are to be implemented to ensure the safety of the workers and others in the workplace.
- Personnel are not to report to work or use company vehicles whilst they are under the influence of drugs or alcohol. This policy also comes into force for those personnel who have access to a company vehicle after normal working hours.
- JBM Power will endeavour to assist any JBM employees in resolving their difficulties with drugs or alcohol when such problems become evident. Advice and guidance to professional persons or groups may be recommended to JBM employees.
- Personnel found disregarding this policy will be subject to disciplinary action in accordance with disciplinary procedures relating from serious misconduct. As the PCBU, JBM Power has a major responsibility to other personnel who can be placed at risk by persons affected by drugs or alcohol.
- If there is reasonable doubt that a person is under the influence of drugs or alcohol, JBM Power reserves the right to remove the person from site. It is the responsibility of the Manager to arrange for safe transportation of the individual to their place of residence.

The management of JBM Power and its employees will comply with the drug and alcohol policies as implemented by their customer's requirements.



Mile Belevski
General Manager
16th February 2024