

Alcohol and Other Drugs Policy

Tasmanian Ports Corporation Pty Ltd (Tasports) is committed to providing a safe working environment to contribute to the health and wellbeing of all workers.

Tasports has set prescribed limits for alcohol and other drugs (AOD) that apply to all workers who perform work for, or on behalf of Tasports on Tasports worksites.

Prescribed limits for work are a blood alcohol content (BAC) of no more than 0.02g of alcohol per 100 ml of blood for general employees and Safety Sensitive Aviation Activities (SSAA) workers and BAC of 0.00g for commercial vessel operators and lines crews.

Workers will be drug free unless they have declared prescription medication while at work.

TO ACHIEVE THIS, TASPSPORTS WILL:

- Undertake AOD testing utilising a qualified and reputable third party organisation. Protocols will include, but will not be limited to;
 - pre-employment drug and alcohol testing;
 - random sampling;
 - testing where it is reasonably believed that a person is affected by drugs or alcohol;
 - testing of employees following an incident or accident in which the employee is directly involved; and
 - the availability of self-testing facilities.
- Refusal to be tested will be viewed as non-compliance with this policy.
- The consumption of alcohol on Tasports' worksites or while working off site on behalf of Tasports must be approved by a General Manager or the CEO.
- Tasports provides an Employee Assistance Program (EAP) to assist employees and their immediate family with confidential counselling services at no cost to the employee. EAP is provided to assist with a broad range of personal or work related issues including the misuse of alcohol and drugs.
- Any worker having a reasonable belief that another person in Tasports is presenting to work in breach of this policy, must immediately inform their manager, supervisor or the Human Resources Department.
- If at any stage a worker is required to take prescribed medication that may affect either their physical or mental capacity or work performance, they must immediately notify their supervisor or general manager.
- Tasports will treat any disclosures of a private and personal nature in the strictest confidence (e.g. counselling testing, medical conditions, and results).
- A breach of this policy may lead to disciplinary action.

This policy will be regularly reviewed to ensure it is meeting its purpose and that it is being consistently applied.



Paul Weedon

Chief Executive Officer