



DRUG & ALCOHOL MANAGEMENT POLICY

At Australasian Transport Risk Solutions (ATRIS) we are committed to achieving the highest standards in safety and health by maintaining a zero blood alcohol level and drug free workplace environment for all employees, associates, contractors and visitors.

Responsibility

Each ATRIS employee, associate, contractor or visitor is responsible for ensuring that they are free from the influence of alcohol and drugs when performing work for ATRIS or any client organisation, or when attending an ATRIS site or any client organisation site when providing professional services.

The ATRIS Directors are responsible for ensuring that each employee, associate, contractor, and visitor is free from the influence of alcohol and drugs and for promoting a drug and alcohol free workplace culture.

Definition

For the purposes of this policy a zero blood alcohol level shall be regarded as 0.02 gm of alcohol per 100 ml of blood, and other drugs shall be defined as substances which may impair a person's capacity for safe operation when providing client services at client sites, or when on ATRIS premises or when operating ATRIS equipment.

Compliance

All ATRIS employees, associates, contractors and visitors may be subject to intermittent testing in accordance with the provisions of this policy, and may also be tested where it is suspected that they are functioning or attempting to work under the influence of alcohol or other drugs. Similarly, employees, associates, contractors and visitors may be tested following any incident or accident where the influence of drugs and/or alcohol is suspected.

Drug Testing

Testing for drugs shall be in accordance with the current Australian Standard AS 4308 (Recommended Practice for the Collection, Detection and Quantitation of Drugs of Abuse in Urine) for substances such as Opiates, Sympath Amines, Benzodiazepine, Cannabinoids, Barbiturates, Cocaine Metabolites and Methadone.

OH&S Legislative Obligations

ATRIS employees, associates, and contractors are under an obligation to comply with the various Australian State and Territory Occupational, Health and Safety Acts and similar Acts when working in other countries, to ensure the health and safety of all company representatives and other persons when on company or client sites.

Rail Safety Legislative Obligations

ATRIS operates across all Australian State and Territory jurisdictions providing various rail safety consulting, investigation, auditing and project management services. As a consequence, ATRIS employees, associates and contractors are bound by various Australian State and Territory Rail

Safety Acts pertaining to drug and alcohol testing when on client or host rail organisation sites, and when performing duties that may be defined as “rail safety work”.

Compliance to Client Policies

ATRS Directors, employees, associates and contractors are required to comply with client or host organisation safety and health policies including drug and alcohol policies when working on client or host organisation sites.

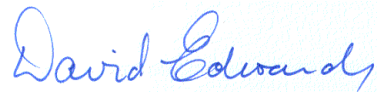
Document Review

This ATRS Drug and Alcohol Management Policy will be reviewed annually as a minimum document review standard or on a needs basis if required prior to the annual review.



Mel Saunders
Managing Director

1 January 2011



David Edwards
Executive Director

1 January 2011