

DRUG & ALCOHOL POLICY

Hunter Mason acknowledges that alcohol and any drugs or substance abuse can severely affect an employee's ability to perform their task safely and effectively which could consequently endanger themselves and others around or near them.

Employees and/or subcontractor workers will not be permitted entry to the site while suspected to be under the influence of alcohol or illicit drugs use other than medicinally prescribed by a doctor that does not impact the employee's ability to undertake any such tasks before them.

Hunter Mason reserves the right to test any employee and/or subcontractor workers at random or under suspicion where deemed on suspicion of aberrant or abhorrent behaviours are evident of alcoholic-induced or illicit drugs abuse while performing their task on site.

Hunter Mason shall meet its obligations for the mandatory drug and alcohol testing requirements on all Commonwealth funded projects that falls under "The Building Code 2016" criteria and WHS legislation in all States and Territories of Australia.

Employees and/or subcontractor workers shall notify management if taking any prescription medication, that may impact on their work, with Hunter Mason determining what restrictions if any may be imposed on any person while taking this medication.

Hunter Mason may authorise the safe and responsible consumption of alcohol for official company functions or after work in designated areas.

Hunter Mason's workplaces, includes project sites, are smoke free zones. Smokers who need to take "smoking" breaks should do so in their allotted breaks (e.g. lunch).

Any employee and/or subcontractor workers, who in Hunter Mason's view, contravenes this policy, may be subject to disciplinary action.

This policy together with the measurable objectives and targets will be reviewed on an annual basis to ensure that it remains relevant and suitable to the operations of Hunter Mason.



Matthew Callender
Managing Director