

# Drug & Alcohol Management Policy

In line with a zero tolerance alcohol requirement as proscribed in Rail Safety National Law (NSW) No 82a. Pure Rail also commit to supporting it's staff. This policy applies to all staff, regardless of station.

Pure Rail will provide and promote an alcohol free workplace by:

- Enforcing a zero tolerance for all illegal substances
- Enforcing a zero alcohol tolerance for staff during working hours.
- Discouraging the consumption of alcohol during work time, including lunch breaks and events, business meetings and where representing the company
- Ensuring that Pure Rail workers do not:
  - Attend work in an impaired condition resulting from the use of drugs or alcohol
  - Possess or consume illegal substances or alcohol while on duty for, or at a worksite

Pure Rail will provide a safe and supportive work environment to reduce risks associated with drinking alcohol by:

- Not serving alcohol on Pure Rail premises or at activities under the control of Pure Rail, unless written approval has been sought from a Director
- Instructing managers to lead by example by avoiding alcohol consumption
- Providing workers with free, independent and confidential counselling through an Employee Assistance Program (EAP) or referring them to the Alcohol and Drug Information Service, where necessary
- Allowing flexible working arrangements for the treatment and recovery of people who have long-term problems with alcohol
- Avoiding providing alcohol as a gift or using alcohol as an incentive

When alcohol is present at work related events and functions, Pure Rail will promote responsible drinking by:

- Organising functions where drinking is not the primary focus
- Organising functions at times when alcohol is not expected (e.g. breakfast, morning tea)
- Offering food when alcohol is available, as well as low alcohol and non-alcoholic drinks
- Ensuring catering for alcohol does not exceed the recommended guidelines of no more than two standard drinks per day
- Organising and promoting safe transport options (e.g. taxi vouchers and public transport) at events where alcohol is likely to be consumed



*Authorised by:*

Kyle Devine  
Director  
Pure Rail Pty Ltd