



Alcohol & Other Drug Policy

Rusher Rogers (Employer) is committed to ensuring the health and safety of all temps by preventing and reducing harm associated with temps being impaired by alcohol or drugs at work. The company is also committed to the establishment of programs and attitudes that contribute to a safe working culture. We endeavour to maintain a positive professional profile with customers, suppliers and other members of the public.

We recognise that involvement with alcohol and drugs can have serious repercussions for temps and their performance in the workplace. Incidents involving inappropriate drug and alcohol can also impact on an individual's friends and family as well as the company's reputation.

Scope

This policy applies to all on-hire temps. The Policy applies to all temps whilst at any workplace on assignment for (Client) and any other place where the temp performs work for the business.

Rusher Rogers' Responsibilities:

It is the Employers responsibility to:

- Direct any temp reasonably suspected of being under the influence of drugs or alcohol away from the work place
- Arrange for a safe option of transport home for any temp under the influence of drugs or alcohol;
- Request temps to see a medical practitioner if it is reasonably suspected that they are under the influence of drugs or alcohol;
- Provide information regarding internal and external support systems available to the temp.

Temps Responsibilities:

It is the Temps responsibility to:

- Understand and comply with this policy;
- Attend work free from the impairment of alcohol and other drugs;
- Consult with their Rusher Rogers Consultant if they believe they are impaired by alcohol or drugs whilst at work.

Worker Assistance:

If a temp thinks he/she has an alcohol or drug problem that is affecting their ability to perform the inherent requirements of their role, the Employer encourages temp to ask for help from



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Rusher Rogers Consultant at an early stage (that is, before the problem is the subject of disciplinary action), without fear of punishment. Such discussions will be kept confidential.

Alcohol & Drug Testing:

During a temp (Assignment) engagement, the (Host Client) may require a temp to undergo a drug and alcohol test to monitor compliance with their Alcohol and Drug Policy.

Host Client Policies:

Where a temp is working for (Host Clients) of the Employer they must comply with the (Host Client) policies relating to drugs and alcohol and related testing methods.

(Host Client) may also conduct unannounced searches for drug or alcohol on their Company premises, and may conduct random alcohol and drug testing, subject to their own policies.