

**OCCUPATIONAL HEALTH & SAFETY SYSTEM****DOCUMENT NAME** Drug and Alcohol-Free Workplace Policy**DOCUMENT TYPE** Policy**RESPONSIBILITY** Managing Director**VERSION CONTROL AND CHANGE HISTORY**

VERSION NUMBER	APPROVAL DATE	APPROVED BY	AMENDMENT/S	NEXT REVIEW DATE
1-2010	1 st February 2010	Chief Executive Officer	Original	1 st December 2010
2-2011	1 st December 2010	Chief Executive Officer	Reviewed	1 st March 2012
3-2012	9 th October 2012	Chief Executive Officer	Reviewed	1 st October 2014
4-2014	29 th September 2014	Chief Executive Officer	Reviewed- Updated Logo Addition of CEO Signature	1 st October 2016
5-2017	27 th March 2017	Managing Director	Amended- updated CEO to Managing Director and new signature	1 st October 2018
6-2018	1 st October 2018	Managing Director	Reviewed	1 st October 2020
7-2020	19 February 2020	Managing Director	Reviewed; Formatting updated; Employee Sign Off added	01 March 2022
8-2022	31 March 2022	Managing Director	Reviewed; new version control page. Removed Acknowledgement page as policy is now included in online training module.	1st April 2025
9-2025	1st May 2025	Managing Director	Reviewed	1st May 2028
10-2025	18 Nov 2025	Managing Director	Updated Managing Director Signature	18 Nov 2028

**Please Note: Printing this document may make it obsolete.
For the latest version of this policy always check the OH&S Section of AAT's Intranet.**



Drug and Alcohol-Free Workplace Policy

AAT is committed to providing a safe and healthy workplace for all its personnel. One of the cornerstones of that commitment is AAT's policy to ensure compliance with all legislative requirements in relation to the safety of its workforce.

AAT is committed to the well being of its employees in all areas that may affect them and their ability to perform their work in a productive manner that does not jeopardise their own safety or the safety of others in the workplace.

AAT aims to foster an attitude amongst all of its personnel and personnel of other companies performing stevedoring and cargo related work on AAT sites that it is not acceptable to come to work under the influence of alcohol or drugs that may inhibit them from performing their duties efficiently or cause risk to themselves, other employees at work or the general public. As part of these efforts to achieve the highest standards of safety and health, AAT maintains **a zero blood-alcohol level and drug-free workplace policy**. All employees are encouraged and expected to have zero blood alcohol content and be free from the influence of other drugs whilst at work.

AAT is dedicating resources to the identification of alcohol and/or drug misuse that can affect our employees' performance and safety in the workplace. It has engaged a professional independent workplace drug testing company to assist in the conduct of a continuing program of education and drug testing in order to ensure deterrence and compliance with the AAT Drug and Alcohol-Free Workplace Policy which will apply to all sites.

AAT's commitment in relation to this policy will incorporate the following broad activities:

- * Ongoing employee consultation;
- * Ongoing training and education;
- * Counselling, assistance and rehabilitation;
- * Pre-employment drug screening;
- * Random drug & alcohol testing;
- * Post-incident drug & alcohol testing;
- * For-cause drug & alcohol testing;

The **AAT Drug and Alcohol-Free Workplace Policy** has been designed for the mutual benefit of AAT and its employees and seeks to comply with the legislation of the Federal and State Governments regarding drugs and alcohol in the workplace.

Patrick Smith
Managing Director

NUMBER	DOCUMENT NAME	VERSION	REVIEW DATE	NEXT REVIEW DATE	PAGE NO.
004.1	DRUG AND ALCOHOL-FREE WORKPLACE POLICY	9	18/11/2025	18/11/2028	1