



Drug and Alcohol Policy

Goals

This policy shows:

- ▶ Our commitment to health and safety in this workplace, and reducing the risks to the health and safety of all workers, contractors, and visitors; and
- ▶ How we will deal with drugs and alcohol use and/or their effects in the workplace.

This policy applies to everyone at OP.

Responsibilities

No one must drink alcohol or use drugs at this workplace, except:

- ▶ For legitimate medical reasons: You must notify your supervisor if prescribed medication is likely to affect your behaviour and therefore work health and safety. Your supervisor may assign you other duties while you're taking the medication; and
- ▶ At workplace-based social events: This is dealt with in more detail under social events in this policy.

The manager/supervisor at this workplace must, if they have reasonable grounds for believing that you are incapable of safely performing your duties or may be a risk to others due to the effects of drugs or alcohol, arrange for you to be removed safely from the workplace.

Each person must ensure that they are not, by the consumption of drugs or alcohol, in such a condition as to endanger their own safety or that of others at this workplace. This includes not coming to work if, after drinking or using drugs in your social time, your ability to work safely is still impaired. If you come to work, you must report to your supervisor, who may assign you other duties or arrange for you to be removed safely from the workplace.

Managing Drugs and Alcohol

OP will identify all workplace factors that may influence someone to turn to drugs or alcohol and use the hazard management process to eliminate drug or alcohol use or control the risks from them. The company shall consult with workers, work health and safety representatives and/or the work health and safety committee on this issue.





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Disciplinary Action

If anyone is found to breach this policy, management will give him/her a formal warning followed by encouraging them to get treatment, suspension, and finally, dismissal).

Social Events

Responsible social events can be held at this workplace (ex. Christmas parties). To ensure everyone remains safe:

- ▶ Everyone is expected to act responsibly;
- ▶ No alcoholic drinks are allowed under any circumstances in any company social event;
- ▶ Non-alcoholic drinks and food will be provided; and
- ▶ Alternative public transport arrangements will be provided

Information and Support

OP will provide regular training and information about the effects of drug and alcohol use on personal and work health and safety, and on the components of this policy.

Dr. Younis Al-Akhzami
Chief Executive Officer

