

Drug and Alcohol Management Policy

PURPOSE

Clenton's Transport is committed to the safety and health of all people associated with its operations and those of its customers and the general public. To achieve this, Clenton's Transport is required to comply with certain health and safety obligations and will take steps to ensure, so far as reasonably practicable, that it meets its obligations to workers (including contractors), other persons in the workplace and the general public, to conduct its operations in a safe and responsible manner.

Our Drug and Alcohol policy and procedure is implemented as part of our CoR Risk Management System and maintained to ensure we meet the objectives of HVNL to:

- promote public safety;
- manage the impact of heavy vehicles and the risk to public safety, the environment, road infrastructure and public amenity;
- promote industry productivity and efficiency in the road transport of goods and passengers by heavy vehicles.

POLICY

Clenton's Transport will ensure sufficient training and education to all workers, contractors and others in the workplace to ensure they are aware that the possession, soliciting, selling, distribution or consumption of illicit or non-prescribed drugs is prohibited at any Clenton's Transport workplace or while performing any duties on our behalf.

Clenton's Transport workers, contractors and others in the workplace must not be under the influence of any:

- illicit drugs or alcohol whilst they are on or at any Clenton's Transport workplace, operating any equipment or while performing any duties on behalf of Clenton's Transport
- Clenton's Transport will
 - I. Provide appropriate awareness and/or training programs to workers on the effects of drugs and alcohol;
 - II. Implement a structured random drug and alcohol testing program;
 - III. Conduct drug and alcohol testing of those involved in any workplace incident or where there is reasonable opinion that a worker may be under the influence of drugs or alcohol;

SCOPE

This policy and supporting procedures apply to all Clenton's Transport workers, other persons engaged in our organisational activities and, where applicable, our supply chain partners.

References throughout this policy to the 'workplace' include any location where a worker undertakes activities on behalf of Clenton's Transport.

GOVERNANCE, REVIEW AND CONTINUOUS IMPROVEMENT

Clenton's Transport will seek continual improvement and compliance with relevant legislation by ensuring all elements of our CoR risk management program are monitored, reviewed and evaluated on a regular basis in consultation with our workers and contractors, supply chain partners and other relevant duty holders.

Managing Director/CEO Signature



Date: 1 September 2021

Managing Director/CEO Name

Review Date: