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D.A.M.P. Policy Statement

The health, wellbeing and safety of personnel are of paramount importance to the company. All individuals have a right to be safe at a company workplace. Alcohol and Other Drugs (AOD), when present in persons in the workplace, have the potential to increase risk of harm in the workplace and adversely impact upon fitness for work.

Pacific Avionics (referred to as the 'company') has a duty of care to minimise the risk of accident, incident and injury in the workplace arising from the consumption of alcohol or other drugs. The purpose of this policy is to outline the strategies and processes that will be used by the company to manage the risks associated with use, or recent use, of alcohol or other drugs by persons in the workplace.

The company takes a multi-strategy approach that incorporates education, support, testing and performance management. The policy is based on safety outcomes and not whether a positive test result is illicit or legal. This policy also recognises permissible therapeutic drug use under the guidance of a physician or pharmacist.

The company is committed to the Drug and Alcohol Management Plan which has been endorsed by both company management and employees as follows:

- The company will provide education & awareness training to all employees
- Provide assistance & help for employees with problems
- Regular assessment of the work environment to identify conditions which may contribute to drug and alcohol problems
- All employees will have a zero blood alcohol and drug tolerance level and it is unacceptable for any company employee or contractor to be under the influence of alcohol or other drugs whilst on duty
- Unauthorised use, possession, sale, manufacture or distribution of alcohol or other drugs on the company's premises.
- Using illegal drugs is prohibited
- Do not use prescription drugs without a prescription, using medications (including over-the counter substances) contrary to instructions or recommended doses
- All employees participate in random alcohol and drug testing when required in accordance with company policy and CASA regulations.
- Non-compliance with the drug and alcohol policy will be viewed as a serious matter and treated as a breach of policy.
- This policy will be reviewed at a maximum of five years as per regulation 99.B.4 (99.085). The company may review earlier if required. Any company or regulatory changes and adjustments will be made accordingly.