

## Our Values

### Respect

We respect each other and the world around us.

### Integrity

We act at all times with honesty and do what we say we will do.

### Persistence

We never give up and we make it happen.

### Passion

We have pride and belief in everything we do.

### Accountability

We are accountable for our actions and results.

## Alcohol and Other Drugs Policy

Centurion is committed to implementing and monitoring an Alcohol and other Drug (AoD) system. Centurion has a zero tolerance to alcohol and drugs in our workplace. Individuals that choose to work under the influence of alcohol and other drugs pose a considerable risk to the safety of themselves, the public and their fellow work mates.

Anyone on site found to be possessing or consuming alcohol or illegal drugs or working under the influence of alcohol and other drugs will be required to leave the workplace and may have their employment terminated.

The aim of this policy is to ensure that Centurion and its employees conform to legislative requirements and to ensure the provision of a safe workplace for all staff.

### Senior Management

Senior management is accountable for ensuring the effective operation of the AoD programme in their areas of responsibility. This will ensure that all Centurion employees understand and support the AoD policy; understand the standard operating procedures for testing and that adequate resources are provided to monitor conformance with the policy.

### Supervisors

Supervisors are accountable for ensuring that all individuals are aware of and comply with the provisions of the AoD policy. They are also responsible for assessing the fitness for work of individuals under their control and taking prompt and appropriate action to address declining safety as a result of alcohol or drug misuse.

### Employees, Sub-Contractor and Contractors

Employees, sub-contractors and contractors are accountable for ensuring that they are not in an unfit state for any reason. They are also required to raise any concerns about their own and/or another persons' fitness for work; and notifying their supervisor/manager of any situation in which this policy may have been breached, including;

- Unauthorised possession or consumption of alcohol or drugs on site or during work;
- Failure to provide details to their supervisor or manager of prescription medication and associated limitations to carry out normal duties (medical confidentiality will be strictly maintained).

Centurion conducts alcohol self-breath testing, pre-employment testing, regular random testing and for cause testing.



**Justin Cardaci**  
Executive General Manager  
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