

# Alcohol and Other Drugs Policy



**At BlueScope all employees and contractors must attend and conduct work free from the effects of alcohol or other drugs to safely perform their duties.**

## **In line with BlueScope's 'How We Work' Code of Conduct, this policy:**

- confirms BlueScope's requirements in relation to alcohol and other drugs (including prescription and over-the-counter medications) at the workplace and while conducting work on behalf of BlueScope;
- affirms that all relevant legal requirements of the countries in which BlueScope operates must be complied with;
- sets out the circumstances in which testing for alcohol and other drugs may occur; and
- mandates a zero-impairment level at all BlueScope workplaces and for all work performed on behalf of BlueScope. A zero-impairment level means that all employees and contractors must be able to demonstrate:
  - a Blood Alcohol Concentration (BAC), or equivalent measure of zero (0.00) allowing for equipment parameters of +/- 0.02g of alcohol in 100ml of blood; and
  - in the case of other drugs, whether prescribed or not, cognitive function impairment below the relevant detection or "cut-off" test level; except where a variance is approved by a qualified medical practitioner.

## **Requirements regarding alcohol and other drugs**

The following requirements apply to all businesses and at all sites:

- the consumption, possession, use and supply of illicit drugs is prohibited within the workplace and while conducting BlueScope business;
- alcohol must not be consumed while at a BlueScope controlled workplace or while conducting BlueScope business; except when served at a BlueScope endorsed event;
- where alcohol is served at a BlueScope-endorsed event (on or offsite):
  - all attendees must behave in a socially responsible manner, including limiting intake of alcohol to responsible levels; and
  - a BlueScope manager or their delegate must be present for the duration of the event.

## **Assessment for alcohol and other drugs**

Where permitted by local or state laws all businesses and sites are required to have the following in place:

- pre-employment processes (as appropriate for each business and site) that incorporates assessment for alcohol, and testing for drugs (including for contract labour hire);
- systems to identify and manage individuals whose ability to safely perform their duties may be altered due to the intake of alcohol or other drugs (including prescription and over-the-counter medications). These systems include:
  - effective identification of individuals exhibiting performance changes due to alcohol and/other drug use; and
  - access to appropriate counselling and support services (such as Employee Assistance Programs)
- testing processes for alcohol and other drugs. Circumstances include any or all of the following:
  - 'for cause' (following an incident);
  - 'challenge' (where behaviour suggests alcohol or drug use);
  - 'random'.

## **Limitations and applicability**

This policy applies to all BlueScope employees and contractors performing work for BlueScope regardless of location or role.

Implementation and management of this policy, and associated business level procedures, is to be accompanied by communication, consultation, and education.

We value inclusion and encourage our People to share their ideas and feedback. We are committed to fostering a culture of speaking up when something isn't right.

