

DRUG & ALCOHOL POLICY

Briz Floors Pty Ltd | ACN: 164 717 917

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BFPOL-HR-00002

VERSION
2.0

EFFECTIVE DATE
January 2026

PURPOSE

The purpose of this policy is to set out Briz Floors Pty Ltd's commitment to maintaining a workplace free from the effects of drugs and alcohol. The use of drugs and alcohol impairs judgement, coordination and reaction time — risks that are unacceptable in a construction environment where the safety of workers, the public and property is paramount.

POLICY STATEMENT

No worker is permitted to attend any Briz Floors workplace, project site, or company vehicle while under the influence of alcohol, illicit drugs, or any other substance that impairs their capacity to work safely. This requirement is absolute and admits no exceptions.

Briz Floors Pty Ltd is committed to providing a safe working environment in accordance with the Work Health and Safety Act 2011 (Qld). The presence of alcohol or drugs in the workplace creates unacceptable safety risks and will not be tolerated. This policy applies equally on principal contractor-managed sites where head contractor drug and alcohol requirements may also apply.

SCOPE

This policy applies to all employees, subcontractors, labour-hire personnel and visitors engaged in or connected with the operations of Briz Floors Pty Ltd, including all project sites, the company's principal place of business, and any company vehicle. It applies at all times during working hours and during any period where a worker is on call or on standby.

DEFINITIONS

Under the Influence: A condition where a person's capacity to perform their work safely is impaired by alcohol, illicit drugs, prescription medication, or any other substance. A positive test result, or observable impairment, constitutes evidence of being under the influence.

Prescribed Limit: The blood alcohol concentration (BAC) of 0.00% applies to all Briz Floors workers on construction sites. No detectable level of alcohol is acceptable.

Illicit Drug: Any substance prohibited under the Drugs Misuse Act 1986 (Qld) or the Criminal Code Act 1995 (Cth), including but not limited to cannabis, methamphetamine, cocaine, and MDMA.

Prescribed Medication: Any medication prescribed by a registered medical practitioner that may affect a worker's ability to perform their duties safely.

POLICY

1. PROHIBITED CONDUCT

- 1.1** No worker will attend the workplace, any project site, or operate a company vehicle while under the influence of alcohol or illicit drugs.
- 1.2** The consumption of alcohol is prohibited on all Briz Floors project sites and in all company vehicles at all times.
- 1.3** The possession, use, supply or trafficking of illicit drugs on any Briz Floors workplace or project site is strictly prohibited and will result in immediate removal from site and may result in termination of engagement and referral to law enforcement.
- 1.4** The zero BAC limit applies at all times on construction sites. Workers must not report for duty with any detectable level of alcohol.

2. PRESCRIPTION & OVER-THE-COUNTER MEDICATION

- 2.1** Workers taking prescription or over-the-counter medication that may affect their ability to work safely must advise their supervisor prior to commencing work. The supervisor will assess whether it is safe for the worker to perform their normal duties.
- 2.2** Workers are not required to disclose the nature of any medical condition — only whether their medication may affect their capacity to work safely.
- 2.3** Modified duties may be offered where a worker's medication temporarily affects their fitness for their normal role.

3. TESTING

- 3.1** Briz Floors supports and will comply with drug and alcohol testing programs conducted by principal contractors on their sites. Workers must submit to testing when requested by a principal contractor's authorised testing officer.
- 3.2** Briz Floors reserves the right to conduct its own drug and alcohol testing in the following circumstances: pre-commencement on high-risk projects; following any workplace incident or near miss; where reasonable grounds exist to suspect impairment; and as part of a random testing program.
- 3.3** Testing will be conducted using a method approved under AS/NZS 4308:2008 (urine testing) or AS 4760:2019 (oral fluid testing) by a trained and authorised testing officer.
- 3.4** A worker who refuses to submit to a lawfully conducted test will be treated as having returned a positive result for the purposes of this policy.

4. CONSEQUENCES OF A POSITIVE TEST OR BREACH

- 4.1** A worker who returns a positive test result or is found to be in breach of this policy will be immediately stood down from the workplace pending investigation.
- 4.2** Disciplinary action, up to and including termination of employment or engagement, may follow depending on the circumstances and the outcome of the investigation.
- 4.3** Where a worker's conduct constitutes a criminal offence, the matter may be referred to the Queensland Police Service.
- 4.4** A confirmed positive test result on a principal contractor's site may result in permanent exclusion from that site at the principal contractor's discretion. Briz Floors will cooperate fully with the principal contractor's processes.

5. SUPPORT & REHABILITATION

- 5.1** Briz Floors recognises that drug and alcohol dependency is a health issue. Workers who voluntarily disclose a dependency and seek assistance before a testing or conduct event will be treated with confidentiality and supported in accessing appropriate professional help.

- 5.2** Workers are encouraged to contact the Employee Assistance Program (EAP) or their general practitioner if they are experiencing issues with drug or alcohol use. Details of support services are available from management on request.
- 5.3** Voluntary disclosure does not exempt a worker from the requirements of this policy or from consequences arising from a subsequent breach.

6. RESPONSIBILITIES

- 6.1 Management:** Ensure this policy is communicated to all workers prior to commencement, enforce its requirements consistently, and ensure testing is conducted in accordance with applicable standards.
- 6.2 Supervisors / Leading Hands:** Monitor workers for signs of impairment, remove any worker from the workplace where impairment is suspected, and report suspected breaches to management immediately.
- 6.3 Workers:** Comply with this policy at all times, disclose any medication that may affect their fitness for work, and report concerns about a colleague's fitness for work to their supervisor.

APPLICABLE LEGISLATION & STANDARDS

Standard / Reference	Description
Work Health and Safety Act 2011 (Qld)	Primary duty of care — obligation to maintain a safe workplace
Drugs Misuse Act 1986 (Qld)	Prohibition on possession, supply and trafficking of illicit drugs
Transport Operations (Road Use Management) Act 1995 (Qld)	Blood alcohol limits and drug driving offences
Fair Work Act 2009 (Cth)	Governs disciplinary action and termination procedures
AS/NZS 4308:2008	Procedures for specimen collection and the detection of drugs of abuse in urine
AS 4760:2019	Procedures for specimen collection and the detection of drugs in oral fluid

REVIEW

This policy (v2.0) supersedes version 1.0 of the Briz Floors Drug & Alcohol Policy originally issued July 2023. Briz Floors Pty Ltd reserves the right to amend this policy at any time. Changes will be communicated to all workers in a timely manner.

Any queries regarding this policy should be directed to the Managing Director within 30 days of the issue being identified.

RELATED POLICIES & DOCUMENTS

Document	Reference
Work Health & Safety Policy	BFPOL-WHS-00001 v2.0
Grievance Policy	BFPOL-HR-00001 v1.0
Incident Reporting Procedure	Briz Floors Incident Report Procedure.docx

AUTHORISATION

Authorised By	Signature	Date
<u>Brendon Krytenberg</u>	Signed original held on file	<u>27/01/2026</u>

Brendon Krytenberg | Managing Director | Briz Floors Pty Ltd