

# Cinderella's Commercial Cleaning

Cinderella's Services Pty Ltd  
ACN: 111 306 631 ABN: 86 111 306 631  
Web: [www.cinderellas.com.au](http://www.cinderellas.com.au)  
Email: [mark@cinderellas.com.au](mailto:mark@cinderellas.com.au)



## Drug & Alcohol Policy

### ORGANISATION COMMITMENT

Cinderella's Commercial Cleaning (Cinderella's) is committed to protecting the health & safety of all employees, contractors and others who may be affected by accidents, incidents or injuries arising from the use of drugs or alcohol.

### DRUG & ALCOHOL MANAGEMENT PRIORITIES

Cinderella's management will ensure that:

- risks arising from the use of drugs or alcohol will be identified and assessed.
- where there is a risk to health and safety from drug or alcohol use, effective control strategies will be implemented.
- such control strategies will focus on job performance and safety, and will be implemented in consideration of the welfare of those affected.
- the alcohol and drugs policy and procedures will be explained to all new employees at induction.
- Contractors are also advised of the Cinderella's drug & alcohol policy and are expected to relay all relevant information to their employees working on Cinderella's projects.
- workers and contractors are encouraged to report drug and alcohol issues that could present safety risks (confidentiality will be maintained).
- suitable assistance will be provided if needed, so that workers will know how to deal with drug and alcohol use appropriately.
- interventions in the case of safety-related drug and alcohol issues will be monitored and evaluated, and followed up with further action if required.

### EMPLOYEE & CONTRACTOR RESPONSIBILITIES


Employees and contractors are responsible for:

- carrying out their duties in a safe manner, unimpaired by drug or alcohol use.
- presenting for work unimpaired by drug or alcohol use.
- reporting to management if you may be adversely affected by legal drugs.
- reporting to management any person who they believe may be adversely affected by drugs or alcohol.
- assisting to protect from further harm, any person who may be adversely affected by drugs or alcohol.

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Employer Signature: by: 

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Date: 1/7/2020

Name & Position: Mark Ferdinands, Managing Director.