

Damar..7..7.

Word Knowledge & Alcohol

“ Behaviours associated with drug use

We introduced D&A testing...

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Aims

- “ Create a drug and alcohol free workplace
- “ Recruit staff who comply with our policies/procedures
- “ Reduce incidents/accidents and absenteeism

Our Commitment

To ensure the health and safety of its employees, Damar Industries is

“Pre

“ Reasonable Cause Testing

Protects the safety of the employees and other workers/contractors

“ Random Testing

Designed to be a deterrent

Impacts & Realisations

“ Immediate loss of productivity

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Outcomes

Identified opportunities to:

- “ Improve succession planning;
- “ Review recruitment process;
- “ Analyse trends e.g. Absenteeism;
- “ Provide support & education

Random Testing Process

Selection

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Drug Results Process

Negative

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Outcomes from Testing

Learning's & Moving Forward

” All types of testing needs to be

Learning's & Moving Forward

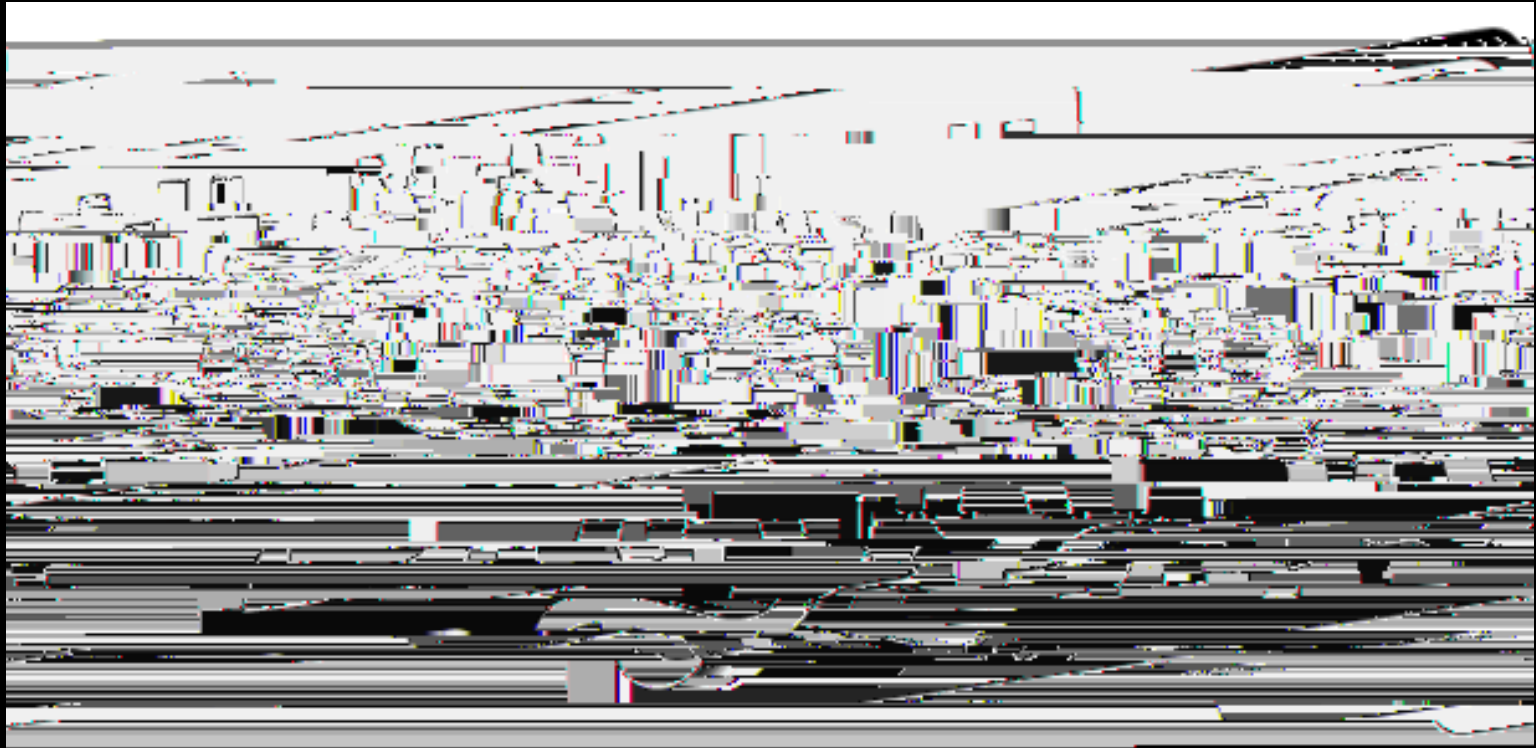
“ Implement Drug & Alcohol

Recommendations

“ Ensure you develop a robust policy

Recommendations

- “‡Maintain employee confidentiality
- ” Put a testing program in place & stick to it



To Drugs & Alcohol in Your
Workplace