

# Drug & Alcohol Policy



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As Chief Executive, I fully support and endorse Sydney Trains' Drug and Alcohol Policy. All workers and contractors are responsible for being drug and alcohol free while at work. This means not having the presence of any alcohol or drugs in their system.

## Vision

A workplace without drugs and alcohol.

## Purpose

Sydney Trains is committed to providing a safe environment for all workers and customers through reducing the risks created by the use of drugs and alcohol in the workplace.

## Policy Statement

To achieve this vision, we:

- have a pre-employment, random, post-incident, return to work and targeted drug and alcohol testing program.
- must have zero alcohol in our system while at work.
- must not have any detectable amount of drugs in our system while at work. Sydney Trains uses the Australian/New Zealand Standards 4308 and 4760 (AS/NZS 4308, AS/NZS 4760) for the detection and quantitation of drugs in urine and/or oral fluid samples to define presence.
- acknowledge that if we consume any alcohol or drugs outside of work, this may result in us attending or performing work with alcohol or drugs in our system. It is our responsibility to ensure that we do not attend or perform work with drugs or alcohol in our system.
- declare and seek approval from the Chief Health Officer before taking any prescription medication and/or any over the counter medication that may be detected in a drug test and/or impair our ability to work safely.
- are not permitted to have or sell alcohol or drugs in the workplace.
- must not be in possession of any item or piece of equipment for the use or administration of a drug at any Sydney Trains' workplace.

This policy is consistent with our corporate values and behaviours. Measures to reduce safety risk, absenteeism and other effects in the workplace, due to the consumption of drugs and alcohol, will include the opportunity to self-identify and seek help, rehabilitation programs and education on drug and alcohol related issues.

It is important that all workers comply with this policy. Breaches of this policy are serious and can place the health and safety of workers and others at risk. If any worker breaches this policy, they will be subject to disciplinary proceedings and appropriate disciplinary action may be taken up to and including dismissal or termination of their employment with Sydney Trains.

This policy and its terms must be read in accordance with the *Sydney Trains Drug and Alcohol Management Program*.

**Matt Longland**  
Chief Executive