

DRUGS & ALCOHOL policy

The Melbourne Market Authority (MMA) is committed to providing a safe and healthy work environment.

MMA aims to foster an attitude amongst its employees and contractors as well as tenants, businesses and individuals that enter the Melbourne Market Site that it is unacceptable to come to work under the influence of alcohol or drugs. The use of alcohol and other drugs can manifest into workplace health and safety risks and hazards.

The purpose of this policy is to provide a clear documented statement about the MMA's position in relation to the use and or abuse of alcohol and drugs in the workplace and the Melbourne Market Site.

This policy applies to all MMA employees, contractors, tenants, business and individuals that access or operate from the Melbourne Market Site including visitors to the site.

Alcohol and drug use and abuse will not be tolerated. MMA absolutely prohibits the consumption, use, abuse, possession and/or sale of alcohol and drugs whilst you are at work and within the Melbourne Market Site.

Individuals are responsible for their behaviour and actions at all times. All persons presenting for work or entering the Melbourne Market Site must at all times be fit for duty.

Any person found to be using or abusing alcohol or drugs whilst:

- In the employ of or contracted to the MMA will be subject to formal disciplinary action that may result in the termination of employment or their contract
- Trying to enter the Melbourne Market Site may be refused entry temporarily or permanently
- On the Melbourne Market Site may be escorted from the site and refused future entry temporarily or permanently including having their lease or licence terminated

MMA Management reserves the right to determine a person's ability to work safely and their fitness for duty.

All individuals are responsible for their behaviours and actions at all times, for understanding and complying with this policy, for informing MMA Management if they consider there to have been a breach of this policy and for seeking advice from MMA Management before undertaking any action or activity that may be contrary to this policy or the objectives of the MMA set out in the MMA Act.

MMA contractors and businesses that enter or operate from the Melbourne Market Site, are responsible for ensuring each of their employees, contractors and visitors comply with this policy.

This policy sets out a minimum standard of conduct. MMA may apply additional drug and alcohol requirements from time to time depending on the circumstances – for example where heavy machinery or construction activities are involved.

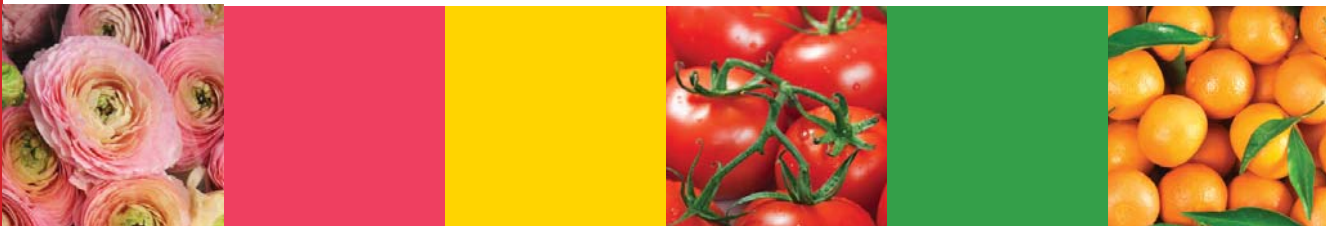
MMA reserves the right to conduct drug or alcohol testing. A refusal to submit to such a test may constitute ground for disciplinary action including but not limited to termination of employment, suspension or ban from the market.

In the event that an individual is taking medications prescribed by a certified medical practitioner confidentiality will be maintained.

From time to time MMA may provide educational sessions in relation the health and safety implications of the misuse of illegal drugs, substances of abuse and alcohol.

Individuals in need of advice or help will be treated in a sensitive and confidential manner. If you have a consider that someone you know may need professional support please consider contacting any one of these services:

- [Turning Point Alcohol & Drug Centre](http://www.turningpoint.org.au) 24/7 Counselling service (1800 888 236) www.turningpoint.org.au
- [Lifeline](http://www.lifeline.org.au) (13 11 14) www.lifeline.org.au
- [Beyond blue](http://www.beyondblue.org.au) (1300 224 636) www.beyondblue.org.au



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