



DRUG, ALCOHOL, SMOKING & VAPING POLICY STATEMENT

This policy aligns with our Drug & Alcohol Procedure, and supports our broader commitment to workplace Health & Safety, and mental wellbeing. By outlining our expectations around drug, alcohol, smoking and vaping onsite, and by ensuring compliance with Queensland legislation regarding the illegal use and supply of vaping products.

This policy applies to:

- All employees (permanent, temporary, and casual);
- Subcontractors, consultants, suppliers, clients and visitors;
- All Lowcock Builders project sites, offices, and company vehicles.

OBJECTIVES

Lowcock Builders Pty Ltd. is committed to providing a safe, healthy, and productive workplace for all employees, subcontractors, clients, and visitors. To maintain a safe working environment, the use, possession, or being under the influence of drugs, alcohol, smoking, or vaping is strictly prohibited on all Lowcock Builders project sites/ workplaces and company plant/equipment and vehicles.

General Principles

- The use, possession, distribution, or being under the influence of illegal drugs, alcohol, or any impairing substances is strictly prohibited at all times while on site or representing Lowcock Builders;
- Workers must present fit for work and not commence or return to work under the influence of drugs or alcohol;
- Lowcock Builders conducts drug and alcohol testing through a third-party provider (Corrsafe). Testing may occur:
 - Randomly, at any time;
 - Pre-employment;
 - Where there is reasonable cause or suspicion;
- A breach (positive result or failure to comply) will result in immediate removal from site, a minimum of 24 hours unpaid leave, and mandatory re-testing at the individual's expense before returning to work;
- Repeated or serious breaches may result in termination of employment or subcontract agreement.



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Smoking & Vaping

- Smoking and vaping are not permitted on any Lowcock Builders project/work site, in any buildings, or in company vehicles;
- Individuals wishing to smoke or vape must completely exit the project site to a lawful, designated public smoking area;
- Smoking or vaping is permitted only during allocated morning tea and lunch breaks;
- No additional smoke or vape breaks will be approved or tolerated;
- All cigarette butts, vape cartridges, and related waste must be disposed of appropriately and safely.

Vaping Legal Requirements

- In Queensland, the sale, supply, and use of nicotine vapes without a prescription is illegal, and strict controls apply to vaping products;
- Workers must comply with all relevant Queensland tobacco and vaping legislation, including smoke-free area laws;
- Possession or use of illegal vaping products on site may result in disciplinary action, removal from site, and potential referral to the appropriate regulatory authority.

Prescription Medication

- Workers taking prescription medication that may impair performance must notify their manager and provide medical advice confirming any impacts;
- If suitable alternative duties cannot be provided, the worker will be required to take leave until it is safe to return.

Responsibilities

MANAGERS / SUPERVISORS:

- Ensure this policy is communicated and understood;
- Monitor compliance and take immediate action in the event of a breach.

EMPLOYEE / CONTRACTORS:

- Adhere strictly to this policy at all times;
- Present fit for work and not under the influence of drugs or alcohol;
- Follow break requirements for smoking/vaping;
- Comply with Queensland tobacco and vaping legislation.



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Breach of Policy

Failure to comply with this policy constitutes a serious breach of company procedure.

Consequences may include:

- Immediate removal from site;
- Suspension without pay;
- Termination of employment or subcontract agreement;
- Referral to authorities where required.

Support & Mental Health Awareness

Lowcock Builders recognises that drug and alcohol misuse can be linked to underlying personal or mental health issues.

We provide access to support resources including:

- MATES in Construction: 1300 642 111
- Lifeline: 13 11 14
- Beyond Blue: 1300 22 46 36
- SANE Australia: 1800 18 7263

Mental health awareness training and resources are made available on-site (VIA Site Books) to support employees and reduce harm associated with drug, alcohol, smoking, and vaping behaviours.

Policy Review

This policy will be reviewed periodically to ensure compliance with relevant legislation, codes of practice, and industry best practice. Updates will be communicated to all staff and subcontractors.

To implement this policy, we shall focus on the needs of our business with reference to consistently meeting our clients and project requirements. Our quality management system will provide a way to monitor system issues and promote company improvements and growth.


John Lowcock, Managing Director
30/10/2025