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**Table of Contents**

1. Overview .....1.  
2. Aims & Objectives ..... 1.  
3. Responsibilities.....1 & 2.  
4. Review.....2.  
5. Change History .....2.

**1. Overview**

It is the policy of SPARK Energy to ensure that we fulfil our obligations as an employer under health and safety legislation by ensuring that workers do not place their own health and safety or the health and safety of others at risk. To achieve this, we are committed to providing and maintaining a working environment in which workers are not exposed to hazards arising from the use or abuse of drugs or alcohol either in the workplace or in other circumstances which may adversely affect the health and safety of themselves or others at work.

**2. Aims & Objectives**

We will strive to ensure that all workers engaged by this company, either as employees or contractors, are in a fit condition to safely carry out their work, and that workers are not impaired in any way by the effects of drugs or alcohol use or abuse. To achieve this, no person will be allowed to enter a SPARK Energy site or carry out work while suspected of being under the influence of or suffering from adverse effects of alcohol or drugs.

Instances of willful abuse of substances, whether legal or illegal, or trafficking of substances that are illegal and/or detrimental to the safe conduct of work are prohibited, and are cause for immediate termination of employment and removal from the workplace of the person or persons involved

**3. Responsibilities**

All employees must comply with this drugs and alcohol policy when in a workplace covered by this policy. Employees and contractors must advise SPARK Energy management if they are using any medication, and whether taking (or failing to take) the medication is likely to affect their safety or the safety of others at the workplace.

The consumption of alcohol while at work is not permitted.

SPARK Energy when required will conduct alcohol and drug testing to meet its legal obligations with “duty of care” requirements with WHS Act 2012 (SA) and for insurance purposes.

Any use of illicit drugs or misuse of legal drugs will be considered as rendering a person unfit for work.

Possession or trafficking of illicit drugs will result in immediate dismissal and removal from SPARK Energy workplace.

#### 4. Review

This policy shall be reviewed by SPARK Energy at a minimum each year of issue date.

#### 5. Change History

Version	Author	Reviewed		Approved		Details of amendments
		Name	Date	Name	Date	
1.0	Paul Albanese			Greg Pipicella	11/2022	Original Issue