

DRUG & ALCOHOL POLICY

1. Purpose

It is the policy of the Company to safeguard Employees, customers, assets, business reputation and the environment from injuries and damage resulting from the use of alcohol or other drugs.

The purpose of this procedure is to outline the steps to be taken for the prevention and management of alcohol and other drug misuse within the Company work places to ensure a safe and healthy work environment for all personnel free from the hazards associated with alcohol and other drugs.

2. Scope

This procedure applies to all 's:

- Employees
- Employees of contractors of
- Visitors (collectively "Employees"); and
- Contractors of ("Contractors"),

and is applicable to all places where the Company operates including, but not limited to, sites and offices (collectively "Site").

To conform to this procedure, no Employee:

- is permitted to enter a Site while under the influence of alcohol or other drug; and
- shall not consume, use, sell, give or otherwise dispose of any alcohol or drugs whilst at a Site or representing at another site.

3. Reference

- Workplace or Occupational Health and Safety legislation for the respective State.
- Rail Safety legislation for the respective State.
- AS4308 Recommended practice for the collection, detection and quantitation of drugs of abuse in urine.
- AS4292.1 Section 4.4 Rail Safety Management requiring procedure to be established to ensure persons are not adversely affected by alcohol or other drugs.

4. Definitions

"Authorised Alcohol Tester" A person approved by the Employer and trained and certified to conduct alcohol