

COMMITMENT

Linfox is committed to providing a safe and healthy workplace by ensuring that our people are not under the influence or have the presence of illicit drugs and/or alcohol in their system while at work.

SCOPE

This policy applies to all Linfox employees, sub-contractor drivers, labour hire, other contractors and visitors on all Linfox sites and operations across Australia and New Zealand.

EXPECTATIONS

People must not use, consume, possess, manufacture, sell, purchase, transfer or have alcohol and/or illicit drugs (including associated metabolites) present in their system while at work.

The drug and alcohol limits for anyone working at Linfox are:

- For **illicit drugs** and **associated metabolites**, the limit is **NO illicit drugs** present in the persons system
- For **alcohol**, the limit is **ZERO** (BrAC and/or BAC is 0.00% no presence of alcohol)
- For **prescription medications**, the limits will vary and must be individually assessed to understand side effects and impact on fitness to work

ACTIONS

To manage Alcohol and Other Drug (A&OD) risks, Linfox will:

- conduct regular testing to verify if an individual has alcohol or illicit drugs in their system.
- conduct pre-employment, random screening, for cause (under suspicion) and post incident A&OD testing
- engage external licensed providers or approved and trained Linfox leaders to conduct A&OD testing
- adopt a process for managing positive test results and those who refuse to take a test which may include disciplinary action and/or termination of employment
- require people who use prescription medication with known side effects that could impact fitness for work to declare it before commencing work
- assess all prescription medicine declarations and decide whether its use is legal and whether it presents an unacceptable risk to our operations
- permit alcohol to be consumed in a responsible manner at approved functions and while travelling
- offer support to those who have dependency on alcohol or illicit drugs by offering specialised help through our EAP
- apply the expectations and actions of this Policy through the Linfox A&OD Standard

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CEO Linfox Australia and New Zealand

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