

Alcohol and Other Drugs Policy and Standard update

Summary

We operate in a high-risk environment where workplace decisions have a direct impact on personal safety, the safety of our team, customers, and the broader community. Alcohol and other drugs can significantly impair judgment, reaction time, and decision making.

To manage these risks and support a safe workplace, the Alcohol & Other Drugs (A&OD) Policy and Standard has been updated.

Linfox has a zero-tolerance policy against the use of alcohol, illicit drugs and associated metabolites in your system while at work.



Who does this policy apply to?

Everyone who works, visits or attends any Linfox site across Australia and New Zealand.



What is the new A&OD limit?

- No illicit drugs and associated metabolites in your system
- ZERO presence of alcohol in your system. BrAC (Breath Alcohol Concentration) = 0.00%



When are drug and alcohol tests conducted?

- Pre-employment testing
- Random testing
- For-cause testing (under suspicion)
- Post-incident testing

Prescription Medication

Prescription medications may have the potential to impact a person's ability to work safely. For this reason, Linfox requires prescription medications to be declared and assessed to understand impairment risk.

When to declare?

A person must declare the use of prescription medication if they perform a **safety critical task**.

This is the use or operation of any vehicle, forklift, container reach stacker, powered pallet lifter/truck, crane, elevated work platform, conveyor, mobile plant or any other powered machinery.

All declarations and test results are managed as private and confidential in line with the A&OD Standard.

Linfox recognises that alcohol and drug dependency are serious health issues and encourages team members to seek help early through the Linfox Employee Assistance Program (EAP) or your General Practitioner.

If you have questions about the policy, testing, or declarations, speak with your leader or contact Safety_Team@Linfox.com.

