

Drugs and Alcohol Policy

Global Rail Australia Pty Ltd in association with its clients operate an alcohol/drug free policy and under legislation we, as your employer, have a duty to ensure so far as is reasonably practicable, the health and welfare at work of all our employees and similarly you have a responsibility to yourself and your colleagues. The use of alcohol and drugs may impair the safe and efficient running of the business and/or the health and safety of our employees.

Drugs can be obtained with or without a prescription and can affect work performance and safety and the safety of others. Therefore, all forms of drugs prescribed or otherwise must be reported immediately to your responsible manager so that the necessary checks can be undertaken to confirm the possibility of any side effects and/or personal safety whilst working.

If your performance or attendance at work is affected as a result of alcohol or drugs, or we believe you have been involved in any drug related action/offence, you may be subject to disciplinary action and, dependent on the circumstances, this may lead to your dismissal.

The company regards health and safety at work as a matter of utmost importance, and therefore expects employees to take a responsible approach to drinking alcohol. All employees must ensure that their level of alcohol consumption will not affect their ability to work.

The company will take disciplinary action, including dismissal, for the following serious offences:

- Possessing, using illicit drugs
- Possessing, using or selling alcohol during working hours
- Being impaired through substance abuse during working hours

The company reserves the right to carry out pre-employment drug screening. It also reserves the right to carry out random tests for alcohol and drug use from time to time and to test employees who are involved in industrial accidents or where a Manager believes that substance abuse has contributed to an incident or change in behaviour or work performance.

Employees, Contractors and Sub-Contractors who refuse to take a test may be liable for disciplinary action, up to and including dismissal. A positive alcohol and drug test (failure) of an Employee will result in suspension from duty. Contractor or Sub-Contractor positive alcohol and drug test (failure) will result in reporting to the controlling organisation and their disqualification from future works.

This policy has been endorsed by the Management Team at Global Rail Australia who take direct responsibility for its execution.

Signed 27th January 2020, for and on behalf of Global Rail Australia Pty Ltd by



Ivan Holloway
Managing Director