

DRUGS AND ALCOHOL POLICY

Overview

MLG Oz is committed to providing a safe and healthy working environment. This policy applies to all employees, contractors employed by MLG Oz, contractors in charge of MLG Oz plant & equipment, and any visitors to our company and/or client sites.

MLG Oz will assist and support our business if appropriate to establish and implement a drugs and alcohol program by means of awareness and advice.

The key points of this policy with zero tolerance are that:

- The possession, soliciting, selling, distribution or consumption of illicit or non-prescribed drugs is prohibited.
- Employees must not be under the influence of illicit, prescribed, or non-prescribed drugs or alcohol to a level where it could risk injury, to any person including the user, or contradicts any statutory and/or regulatory requirement. Whilst this applies to all activity, particularly applies where employees are required to operate vehicles or equipment, or work within the proximity of operating vehicles or machinery.
- The consumption of alcohol is prohibited in all vehicles.
- When company hosted social and business functions are held the consumption of non-alcoholic and low alcohol beverages will be encouraged.

MLG Oz will:

- At the request of any employee provide reasonable assistance including a structured rehabilitation program without any reprisal to the individual.
- Encourage, in consultation with employees and others, the importance of being drug and alcohol free as part of their legal obligations.
- This company and their Clients reserves the right at any time to request an employee and/or contractor to undertake random or for cause onsite drug & alcohol testing conducted by the client or MLG Oz (without refusal) prior to entering or whilst on site or at any time during work hours or as part of any mandatory post incident or accident process.
- Provide appropriate information, awareness and/or training to employees on the effects of drugs and alcohol.
- Reserve the right to discipline any employee who breaches this policy or any statutory and/or regulatory requirement.

It is the responsibility of all employees and contractors to adhere to and comply with this policy and it's everyone's responsibility to implement within their line of authority.



MURRAY LEAHY
Managing Director
02nd January 2015.

[OHS.GEN.POL.006]