

# DRUG & ALCOHOL POLICY

Marnong Estate is committed to providing a safe and healthy working environment. Marnong Estate recognises that alcohol or drug misuse will impair an individual's ability to perform work safely.

It is the policy of the company to protect its employees, its assets, the community and the environment in which it operates from hazards arising from alcohol or drug misuse in the workplace.

This policy applies to all employees, contractors, labour hire companies and other relevant stakeholders engaged to work at Marnong Estate and the HR department will have oversight of this policy.

The company has a **ZERO TOLERANCE POLICY** towards all employees testing positive for illegal substances in their system. Consequently, Marnong Estate requires the performance of its employees, contractors to be unimpaired by drug or alcohol misuse whilst on Marnong Estate premises or performing work for Marnong Estate.

The illegal or unauthorised consumption, sale or possession of illegal drugs or paraphernalia or being under the influence of drugs or alcohol whilst on Marnong Estate premises is strictly prohibited.

Random and cause related drug and alcohol testing will be undertaken on Marnong Estate.

Any person employed to work on a Marnong Estate that tests positive for illegal substances or refuses to undertake a test during the course of their employment will be dismissed or disqualified from working on a Marnong Estate in accordance with this policy.

This policy does not prohibit any person employed to work at Marnong Estate from the lawful use and possession of prescribed medications. They must, however, consult with their treating doctors about the medications' effect on their fitness for duty and ability to work safely, and they must promptly disclose any work restrictions to their supervisor, or their line manager and the person must not misuse or abuse their prescription and pharmacy medications.

Persons engaged to work on Marnong Estate sites must be aware of the effects (including potential effects) of the consumption of alcohol while taking prescription and pharmacy medication.

Any person employed to work at Marnong Estate that is proved to be involved in the sale or trafficking of illegal substances on Marnong Estate premises will be dismissed from Marnong Estate immediately and the incident reported to the Police.

Marnong Estate views drug or alcohol dependency as a medical condition and encourages any employee with a problem to seek confidential support and rehabilitation treatment from an appropriate medical clinic.

Employee's Consent for a Drug and Alcohol test is a precondition of employment with Marnong Estate of companies consistent with its commitment to provide as far as is practicable a safe and healthy working environment for all its employees.



**Dino Strano**  
**Managing Director**

Date: 29/05/2024