

ALCOHOL AND OTHER DRUGS POLICY

Downer is committed to providing safe, healthy and productive workplaces across its business operations. Drugs or alcohol can affect a person's health and wellbeing and their ability to perform their work tasks safely and productively and can also impact on the safety of others at work.

It is essential that workers are fit for the inherent requirements of their work tasks and that their judgement is not impaired by drugs or alcohol while at work. To ensure we have safe, healthy and productive workplaces, Downer will conduct drug and alcohol testing of workers under one or more of the following basis; on a mandatory basis before work commences; on a random basis across Downer workplaces to determine their fitness for work; testing of workers involved in safety critical roles; testing of a worker(s) following a significant incident or where reasonable cause has been observed; and testing under self-test / voluntary arrangements.

To achieve the commitment of this Policy Downer shall:

- Apply this policy across all Downer operations and workplaces.
- In the application of this Policy Divisions will apply a Just Culture process;
- Ensure all employees, contractors, visitors and other workers are aware of this Policy, and that it is a condition of entry to any Downer workplace to comply with any request to participate in drug and alcohol testing.
- Promote education and awareness of the risks associated with drug or alcohol use and the importance of seeking help early.
- Provide a suitable Employee Assistance Program to employees and their families.
- Ensure that personal details regarding the management of any worker affected by drug or alcohol use, or those that voluntarily seek assistance remains confidential.
- Ensure that all workers are aware that they must not possess or consume drugs or alcohol while at a Downer workplace.
- Ensure that all workers are aware they must not undertake work when they are under the influence of alcohol or drugs (illegal, synthetic, or legal drugs being used off label or misused).
- Ensure that all workers are aware that they must not undertake work when their ability to work safely may be impacted by prescribed or over the counter drugs.
- Ensure that all workers are aware that the manufacture, possession, trade, distribution, sale or offer for sale of drugs or other intoxicants at work is illegal.
- Ensure that unless authorised at an official function remote from a Downer worksite for which prior approval has been granted by a Downer Senior Manager, workers are aware that they must not possess or consume alcohol.

Employees and contractors shall ...

- Present for work in a safe and fit manner;
- Comply with drug and / or alcohol testing as required;
- Report any prescribed or over the counter medication which may affect their ability to work safely;
- Promptly report any suspected breaches of this Policy ; and
- Comply with all procedures, training, and instruction relating to Fitness for Duty.



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