

The objective of the program is to implement an effective Drug and Alcohol Program at all Allterrain Services Group (ATS) sites. The aim of this program is:

- i. To create a safe and healthy work environment for our employees which is free from the hazards associated with drugs and alcohol in the workplace;
- ii. To provide education and awareness training to employees to overcome the inappropriate use of drugs or alcohol;
- iii. To foster an attitude amongst all employees that it is not acceptable to come to work under the influence of alcohol or any other drug that will prevent them from performing their duties in a safe manner;
- iv. To ensure the company meets its legal obligations with respect to providing a safe working environment for its employees, contractors and the general public;
- v. To ensure our policies are always reviewed to meet legal, best practice and other requirements.

ATS prescribes that:

- The distribution, sale, consumption or possession of alcohol or illegal drugs on site is strictly prohibited.
- All personnel shall be required to comply with the Project Alcohol and Other Drugs (AOD) policy and Procedures whilst on-site. Included in this requirement, personnel shall agree to undergo random AOD testing as required from time by the Project. ATS Group or its clients may conduct random AOD tests throughout the Project duration.
- Persons appearing to be affected by Alcohol and Other Drugs shall not be allowed access to site and are to be encouraged to self-test to ensure a 0.00 alcohol limit prior to entering the work site. The decision not to allow entry shall be made in consultation with the Project Manager, the HSE team and the Employees Health and Safety Representative (as applicable).
- An employee who possesses or uses alcoholic beverages, controlled substances or unauthorized prescription medications on the job will be subject to dismissal. This applies to an employee on company premises, reporting to work, working or in a company vehicle.
- The use, manufacture, distribution, dispensing, sale or possession of illegal drugs or other controlled substances on or off company premises by an employee is prohibited and may subject the employee to disciplinary action.
- Persons appearing to be affected by Alcohol and Other Drugs or following any Incident on-site, all personnel directly involved with the incident shall be tested in accordance with the Project AOD procedure and removed from site if a positive reading is recorded. Refusal to comply shall be regarded as sufficient reason for summary dismissal.
- Actions taken for non-compliance with the Project AOD Policy and procedures shall be dealt with in accordance with the Company Disciplinary Policy and Procedures.
- Random testing may be conducted at any time at the discretion of the Company.
- An employee may voluntarily seek assistance for chemical dependency or use prior to a substantiated or confirmed positive test result and will not be discriminated against by the company for enrolling in a rehabilitation program. This is limited to one (1) occurrence during the employees' tenure with the company and the employee may be required to sign a last chance agreement. The employees right to privacy will be respected.



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