

## Drug & Alcohol Policy

CCA-POL-103

Cranecorp Australia Holdings Pty Ltd and its subsidiary companies (“Cranecorp Australia”) holds Health and Safety as a core business value and is committed to creating a work environment free of incidents and injuries. The effective management of drug and/or alcohol use/abuse is an integral element of this.

We shall:

- Protect the health, safety and welfare of all employees from injury and illness resulting from the use/abuse of alcohol and/or other drugs.
- Provide employees with information about the impacts & effects of alcohol and/or other drugs.
- Perform alcohol and/or other drug screening as part of the pre-employment medical criteria, for cause, suspicion, or involvement in an incident with ongoing screening to monitor conformance.
- Ensure a rehabilitation process and support mechanisms are made available to employees who encounter problems in meeting the requirements of this policy and associated guidelines
- Foster an attitude amongst all employees that it is not acceptable to come to work in an unfit state through adverse effects of fatigue, drugs and alcohol
- Prohibit employees from carrying out work at worksites or other such places where Cranecorp Australia Holdings may be contracted to perform work, which includes operating plant and equipment, whilst under the influence of alcohol and/or drugs.
- Provide resources to allow for the testing of personnel where appropriate.
- Prohibit employees, subcontractors or visitors from being under the influence, consuming, distributing, using, or otherwise disposing of any alcohol and/or other drugs as per Mines Safety and Inspection Act 1994

The procedures developed to support this policy include provisions to protect the privacy and confidentiality of all personnel with the aim of respecting the rights of individuals at all times.



Rod White  
Chief Executive Officer