



Oz Wide freight is committed to providing a safe and healthy working environment.

This policy applies to all employees, contractors employed by Oz Wide Freight, contractors in charge of Oz Wide Freight equipment, and any visitors to Company sites.

The key points of this policy 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 where it contradicts any statutory requirement. Whilst this applies to any activity, it is critical 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 vehicles or within any company operational area
- When Company-hosted social and business functions are held, the consumption of non-alcoholic and low alcohol beverages will be encouraged

The Company Will:

- At the request of any employee provide reasonable assistance including a structured rehabilitation program without any fear of reprisal to the individual
- Provide appropriate awareness to employees on the effects of drugs & alcohol
- encourage, in consultation with employees and others, at workplaces, random drug and alcohol testing.
- The company reserves the right to conduct drug and alcohol testing of those involved in a workplace incident or accident
- Reserve the right to discipline any employee, which may include summary dismissal, whom breaches this policy or any statutory requirements

All management and employees are responsible adherence to this policy