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Trans-Mit Drug and Alcohol Policy

Trans-Mit is committed to ensuring the safety and wellbeing of employees and contractors, and recognises the detrimental effects that alcohol and drugs may have on the safety of Trans-Mit and Customer

workplaces and to the community. Trans-Mit aims to actively reduce the risk of harm to employees, contractors, damage to property, plant and equipment by ensuring all employees and contractors present as fit for work and are not in any way influenced or impaired by any drug and alcohol.

Trans-Mit has a zero tolerance to drugs and alcohol for all employees, contractors and subcontractors conducting work for or on behalf of Trans-Mit.

All persons at any Trans-Mit or Transmit Customer Workplace must strictly comply with the following requirements:

. No person shall consume, use, possess, sell, supply, manufacture or cultivate, nor be under the influence of, any of the following substances while undertaking Trans-Mit related work:

- any illegal or illicit drug;*
- any non-medical practitioner prescribed prescription drug which is a benzodiazepine, 'amphetamine, barbiturate or methadone;*
- any non—medical practitioner prescribed prescription medication with psychoactive properties; or*
- any other prescription drug of a kind or quantity for which no prescription has been issued to the individual.*

. The consumption, use, sale, supply, manufacture of alcohol on any workplace is prohibited.

. No person shall carry out Trans-Mit-related work whilst under the influence of alcohol, where the Blood Alcohol Content (BAC) is greater than 0.00%.

. Inform either their Manager before starting work if they have consumed, or are going to consume, any prescription drug, over the counter drug or other substance at a level which might reasonably be expected to impair the person's safe and effective performance of their duties.

. Inform their treating medical practitioner or pharmacist of the Trans-Mit Drug and Alcohol Management Policy and Procedure and the nature of the work they perform.

. Submit for drug and alcohol testing when requested under the terms of the Drug and Alcohol Management Policy. '

. Contact their manager/ supervisor if they are experiencing problems complying with this policy and seek professional assistance or counselling offered in relation to alcohol and substance abuse.

. Must familiarize themselves with policies and procedures regarding drug and alcohol use in relation to Occupational Health and Safety legislation.

Trans-Mit is fully committed to the implementation and maintenance of a safe and healthy workplace and encourages each employee and contractor to engage in the ongoing implementation of this policy.

Rodney Sheppard
Chief Executive Officer

Signature : *Rodney J. Sheppard* Date: *12/7/22*

Signature of employer agreeing to the Trans-Mit Drug and Alcohol Policy

Name (Print):

Signature:

Date: