



TRANZWORKS DRUG & ALCOHOL POLICY

INTRODUCTION

Tranzworks is committed to providing a safe and healthy workplace for all employees, visitors and providers of contract services. To this end Tranzworks is committed to a drug and alcohol free workplace and the principle of zero tolerance shall apply in the application of this policy.

Tranzworks recognises the concerns of employees, customers and the general community with regard to the impact of drugs, alcohol and other substance abuse. Tranzworks is committed to ensure (as far as is practicable) drugs, alcohol and other substance abuse has no adverse impact on the health, safety and environment of all employees, contract staff, service providers and visitors at Tranzworks.

This Drugs and Alcohol (D&A) policy takes into account the requirements of the Mutual Responsibility for Road Safety (MRRS) test case. The MRRS has further lifted the requirements within our industry to promote a healthy and safe workplace for all.

This policy statement needs to be read in conjunction with the Tranzworks Logistics Drug & Alcohol Procedure document, which outlines the roles and responsibilities of all parties.

AIM

The aim of this D&A Policy is:

- To help create a safe and healthy workplace for our employees, contractors, service providers and visitors, which is free from the hazards associated with illicit drug use, the abuse of prescription and over the counter drugs and alcohol in the workplace;
- To provide education and awareness training to employees and contractors about the steps that can be taken to prevent a potential issue arising and ways to recognise and seek assistance for a D&A issue;
- To deal with the issues of potential D&A use and abuse, in a positive manner, encouraging any affected employee, to seek assistance and rehabilitation;
- To ensure an understanding amongst all employees, contractors, service providers and visitors it is not acceptable to come to work under the influence of alcohol or drugs which may prevent or impair the performance of duties in a safe manner.
- To ensure Tranzworks meets its legal obligations with respect to providing a safe working environment.
- To provide and inform of the Drug and Alcohol testing regime including chain of custody requirements, consistent with the Australian Standard AS4760-2006

Christopher Smith

Managing Director
Tranzworks Pty Ltd
October 2008