

In compliance with the Occupational Safety and Health Act 1984, Meneghello Industrial Group (MIG) has a longstanding commitment to provide a safe, quality-oriented and productive work for all employees, contractors, customers and the public. As part of this commitment MIG will not tolerate the misuse of alcohol or other drugs in the workplace environment. Alcohol and drug abuse pose a threat to the health and safety of our employees and to the security of the company's equipment and premises. **WE HAVE A ZERO TOLERANCE POLICY.**

This policy applies to all employees and all applicants for employment of Meneghello Industrial Group.

Employees must report to work fit for duty and free of any adverse effects of illegal drugs or alcohol. This policy does not prohibit employees from the lawful use and possession of prescribed medications. Employees must, however, consult with their doctors about the medications' effect on their fitness for duty and ability to work safely, and they must promptly disclose any work restrictions to their HSEQ Co-ordinator or Supervisor.

The purpose of this policy is to ensure the following:

1. Whenever employees are working, are operating any company vehicle, are present at any of Meneghello Industrial Group's premises or are conducting company-related work offsite, they are prohibited from:
  - a. Using, possessing, buying, selling, manufacturing or dispensing an illegal drug (to include possession of drug paraphernalia).
  - b. Being under the influence of alcohol, an illegal drug or prescribed medication being:
    - Alcohol Breath analysis over .00
    - marijuana, cocaine, opiates, amphetamines, PCP, benzodiazepines, methadone, methaqualone and dextropropoxyphene
  - c. Possessing or consuming alcohol.
2. The presence of any detectable amount of any illegal drug, illegal controlled substance or alcohol in an employee's body system, while performing company business or while in a company facility, is prohibited.
3. MIG will also not allow employees to perform their duties while taking prescribed drugs that are adversely affecting their ability to safely and effectively perform their job duties. Employees taking a prescribed medication must disclose their medication type and their prescribed dose if asked.
4. Any illegal drugs or drug paraphernalia will be turned over to the Police and may result in criminal prosecution.

## Required Testing

Drug & Alcohol tests may be a breath, urine, blood or saliva test, at the company's discretion. For purposes of this policy, positive test results generated by medical providers, law enforcement or MIG will be considered as work rule violations. With a Zero tolerance policy any employee with a positive test result to drugs or alcohol will be terminated.

Random testing is conducted on site by Medical Site Services Providers and is compulsory for all employees, unless the test is required due to reasonable suspicion or post-accident testing. Pre-employment screening, reasonable suspicion or Post-accident screening will be carried out at Sonic Health Plus Malaga.

For testing procedures please refer to Drug and Alcohol Test Procedure.

Signed:



Danny Meneghello  
Managing Director

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