

ALCOHOL & DRUG POLICY

Wise Choice Freight Solutions Pty Ltd is committed to achieving a healthy and safe working environment for our employees. As such, we recognize that alcohol, drug and other substance abuse by employees and contractors can have serious adverse effects on their own health and safety of other others. As such, all employees must not:

- consume alcohol or be under the influence of alcohol while working;
- use or possess illegal drugs at any time in any workplace; or
- drive a vehicle, having consumed alcohol or suffering from the effects of illegal substances.

If a co-worker suspects another to be affected by drugs or alcohol, they must inform the management immediately. No employee will be allowed to work under the influence of drugs or alcohol at any time.

Employees or contractors undergoing prescribed medical treatment with a controlled substance that may affect the safe performance of their duties are required to report this management.

All issues pertaining to these matters shall be kept strictly confidential.

The company is also committed to provide support to ensure this policy is adhered to and an employee always has the right to stop work if they feel they are in contravention of this policy

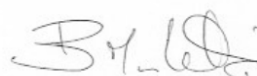
A breach of this policy may initiate appropriate action including the termination of employment or subcontractor agreement.

Our company is committed to ensuring that all employees are aware of the dangers of drug and alcohol abuse and the potential dangers they impose in the workplace.

Authorised by:



Peter Abood
Director



Bernard Marchetti
Director

Dated 17th July 2023