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1. OBJECTIVES

1.1. Perkins (WA) Pty Ltd (ABN 60 008 884 862) trading as Perkins Builders (**'Company'**) is committed to ensuring so far as reasonably practicable the health and safety of every Worker and visitor to the Company's workplace, safe working conditions, and to the safe operation of all equipment in the workplace. For that reason, the Company has adopted this Drug and Alcohol Procedure (**'Procedure'**), which prohibits all Workers at all levels, from working or conducting Company business under the influence of drugs or alcohol.

1.2. For the purpose of this Procedure, the following definitions apply:

'Alcohol' means any alcoholic beverage, including but not limited to liqueurs, spirits, wine or beer;

'Disciplinary Action' includes any disciplinary action that may be lawfully taken against a Worker, including but not limited to any sanction up to and including termination of employment or engagement (with or without notice), or a direction to leave and not return to the workplace or site (if the Worker is an employee of a contractor);

'Drugs' means any mind-altering or legally-controlled substance. This includes any illicit or other drugs listed in the relevant State, Territory or Commonwealth legislation in the State(s) and/or Territories(s) in which the Company operates and any drugs listed in the AS/NZS 4308:2008 which prescribes the procedures for the collection and quantitation of drugs in urine and AS 4760:2019 which prescribes the procedures for the specimen collection and quantitation of drugs in oral fluid, or any successor standards. The Company may also include drugs other than those listed in the above standards, such as those drugs referred to as "designer drugs", including (but not limited to) synthetic cannabinoids and herbal highs, as well as other synthetic drugs such as opioids, hallucinogens, piperazines, stimulants and sedatives in the definition of "drugs";

'Non-negative' means the presence of a drug class or metabolite cannot be excluded using an on-site drug screening device. Non-negative results require further confirmation testing;

'Positive' means a positive result following confirmation testing by a NATA-accredited laboratory;

'Relevant Standard' means:

- (a) for drug testing, the current Australian Standard which sets out the procedures for the collection of a specimen and the detection and quantitation of drugs in either urine (AS/NZS 4308:2008 or a successor Standard) or oral fluid (AS 4760:2019 or a successor Standard), the procedures for which are set out at **Schedule A** to this Procedure; and
- (b) for alcohol testing, the current Australian Standard for breath alcohol testing devices (AS 3547:2019);

'Under the influence of' means being affected or impaired by, either mentally or physically, and includes being at a substantial risk of being affected or impaired; and

'Worker' means a person employed or engaged by the company, including but not limited to employees, contractors, and employees of contractors.

1.3. Workers are prohibited from:

- (a) working or conducting Company business under the influence of drugs or alcohol; or
- (b) except as provided at paragraph 1.4 below, using, possessing, distributing or consuming drugs or alcohol on Company property (including a Company vehicle) during work time; or
- (c) driving or operating a Company vehicle under the influence of drugs or alcohol at any time; or
- (d) using or consuming drugs (including prescribed drugs) or alcohol when off-duty if it would result in the Worker reporting to work or performing duties under the influence of drugs or alcohol.

1.4. Alcoholic beverages may be served or consumed at social events in designated areas, and for work related functions, with prior approval of the Company. Workers must abide by this Procedure at any social event or work-related function at which alcoholic beverages are served. Workers are responsible for ensuring that they remain in a condition to be able to get home safely. Any Workers required to return to work following consumption of alcohol at an approved work related social event will be subject to the zero-tolerance of alcohol under paragraph 4.6 of this Procedure.

2. RESPONSIBILITY FOR ENFORCEMENT

- 2.1. All Workers are responsible for ensuring their own compliance with this Procedure.
- 2.2. If a Worker reasonably suspects that another Worker is in breach of this Procedure, the Worker must immediately report their concerns to any supervisor or manager.
- 2.3. Workers taking any medication that could potentially create a risk of impairment (whether prescription or over the counter or otherwise) must ask their medical practitioner whether such medication creates a risk of impairment in the context of the performance of the Worker's duties. If the medication does create such a risk, the Worker must advise the Company prior to performing any duties.
- 2.4. Workers taking any medication pursuant to a prescription must ensure that the prescription is current and, in all cases, less than 12 months old. Workers may be required to provide verification to the Company of the prescription.
- 2.5. Managers are expected to monitor their own staff, and to investigate situations that may breach this Procedure. Appropriate steps should be taken to deal with the Worker if the Manager:
 - (a) observes a Worker using drugs or alcohol;
 - (b) finds evidence that a Worker has used drugs or alcohol; or
 - (c) suspects, on reasonable grounds such as those listed as reasonable cause indicators as **Schedule B** to this Procedure, that a Worker is under the influence of drugs or alcohol.
- 2.6. All referrals, suspensions, terminations and/or Disciplinary Action should take place in conjunction with advice from the Human Resources Department or Health and Safety Team.

3. WORKER ASSISTANCE

- 3.1. If a Worker believes he/she has a drug or alcohol problem that is affecting their work, the Company encourages Workers to ask for help from the Human Resources Department or Health and Safety Team at an early stage (that is, before the Worker is the subject of testing), without fear of reprisal. Discussions will be kept confidential. The

Company will try to help the Worker resolve the problem, including by referring the Worker to appropriate community resources where appropriate.

- 3.2. By agreement, an employee of the Company may take unpaid leave to participate in a drug and alcohol rehabilitation or treatment programme. The employee's return to work after successful completion of the course of treatment will be subject to the Company's reasonable directions based on medical evidence available to it. The employee may also be required to complete a course of follow-up treatment and return a negative drug and/or alcohol test before being permitted to return to work.
- 3.3. At the Company's sole discretion, it may provide a Worker with access to an Employee Assistance Programme ('EAP'), through an appropriate EAP provider. This is a confidential service, which is independent from the Company. The EAP offers services such as information, assessment, counselling or referral, to help a Worker resolve issues that may be affecting his/her work, such as marital problems, depression, or drug and alcohol dependency.

4. DRUG AND ALCOHOL TESTING

4.1. *Pre-employment/engagement testing*

All applicants may be required to undergo a drug and alcohol screening test before being employed or engaged as a Worker. If an applicant fails the test, he/she may not be considered for appointment or, if the applicant has already been appointed, the employment/engagement may be terminated without notice.

4.2. *Testing during employment/engagement*

During employment or engagement, the Company may require a Worker to undergo a drug and alcohol test to monitor compliance with this Procedure. The Company may require a Worker to undergo drug and alcohol testing on any of the following occasions:

- (a) If the Company suspects, on reasonable grounds (see the reasonable cause indicators at **Schedule B** to this Procedure), that a Worker is working under the influence of drugs or alcohol. Reasonable grounds for testing can be established if a Worker's behaviour, actions or conduct (whether directly observed by the Company or reported to the Company) suggest that the Worker is under the influence of drugs and/or alcohol. In order to establish whether reasonable grounds exist, the Company may use observational components of the Comprehensive Substance Identification Protocols ('**CSI assessment**') by an assessor who holds current certification from the Drug Detection Agency ('**TDDA**').
- (b) Due to the potentially dangerous nature of many aspects of the Company's work, random testing may be conducted for anyone employed or engaged in a safety-sensitive position. The term "safety-sensitive position" refers to any area or role that contains any hazard, or where there is the potential for an accident or incident to cause injury, harm, serious harm, or damage to property, plant or equipment. Safety-sensitive positions include, but are not limited to, those set out at **Schedule D** to this Procedure.

Please note that random test selection means that some Workers may not be picked to be tested at all, some Workers may be tested once, and other Workers may be tested more than once. The selection process for random testing will be completed by an independent authorised service provider.

- (c) Random testing may be conducted for any Worker.

Please note that random test selection means that some Workers may not be picked to be tested at all, some Workers may be tested once, and other Workers may be tested more than once. The selection process for random testing will be completed by an independent authorised service provider.

- (d) If there is an incident, injury, accident, near miss or plant, product or property damage involving potential compromise of health and safety standards and a Worker's actions, or lack of action, may have been a direct or indirect contributory factor.
- (e) The Company's clients or customers, or prospective clients or customers, may request that a Worker submit to drug and alcohol testing due to suspecting on reasonable grounds that the Worker is under the influence of alcohol or drugs whilst performing their duties. Assessment of such reasonable grounds will be based on the client or customer identifying behaviour or physical symptoms in line with reasonable cause indicators set out in **Schedule B** to this Procedure.

4.3. **Testing**

- (a) Drug and alcohol testing will be performed at the Company's expense by The Drug Detection Agency ('TDDA'), or an equivalent provider, or by its nominated registered medical practitioner. Testing will be done in such a way as to respect the Worker's privacy and confidentiality. Test results will be treated as highly confidential.
- (b) The Company and/or its nominated testing agent may, in its/their absolute discretion, amend or vary the testing procedures set out below. This may occur when the AS/NZS 4308:2008 or AS 4760:2019 dictate a different procedure should apply; when the circumstances require it; or when otherwise deemed desirable.

4.4. **Drug Testing Procedure**

- (a) The drug testing procedure is likely to involve oral fluid testing. The testing processes will comply with the Relevant Standard.
- (b) The drug testing procedure is set out in **Schedule A** to this Procedure.
- (c) Where a Worker undergoes testing for drugs, the Worker consents to any specimen being subject to testing by an accredited laboratory, even when a negative result is returned on initial testing.
- (d) For all drug testing the report from an accredited laboratory will record a positive or negative test result and may report the levels of the drug and/or metabolite concerned. Levels of a drug and/or metabolite in a specimen should only be provided to a Medical Review Officer or qualified toxicologist at an accredited laboratory for the purpose of determining a positive or negative result.

4.5. **Alcohol Testing Procedure**

The breath alcohol test will be conducted using an approved testing device which meets the Australian Standard: AS 3547:2019 "Breath Alcohol Testing Devices for Personal Use" (or successor Standard). This requires the Worker to blow into the device using a disposable mouthpiece.

Blood Alcohol Concentration (**BAC**) is the concentration of alcohol in the bloodstream expressed in grams of alcohol per 100ml of blood.

4.6. **Zero Tolerance**

Workers who are employed or engaged in a safety-sensitive position as set out in **Schedule D** to this Procedure are subject to zero-tolerance (that is, they must not record any BAC).

- If the **first** initial reading records any level of BAC (in other words, any number other than 0) the result is deemed to be “detectable”.
- Following a “detectable” test, a confirmatory test on the same device is performed after 15 minutes using a new mouthpiece.
- If the confirmatory test result records any level of BAC, the test is deemed to be a positive breath alcohol test and the individual removed to a safe place.

4.7. ***Cheating on a drug and/or alcohol test***

- (a) If a Worker “cheats” on a drug and/or alcohol test or attempts to compromise the integrity of a specimen when taking a drug test (for example by providing a specimen that is not his or her own, or by use of a masking agent), or the person conducting the testing has reasonable grounds to suspect that the Worker has tampered with a specimen, then the Company may take Disciplinary Action against the Worker.
- (b) If the Worker provides a specimen that is compromised, this will be treated as a failed test due to being compromised by the Worker (i.e. positive result) and the Company may take Disciplinary Action against the Worker. At the Company’s discretion, the Worker may be provided with one further opportunity to provide a specimen.

4.8. ***Refusal to take a drug and/or alcohol test***

- (a) If a Worker is required to take a drug and/or alcohol test, and refuses to do so, the Worker should first explain the refusal. The Company will consider any explanation given. In its sole discretion, if the Company considers the explanation is unacceptable or unreasonable in the circumstances, then the Company will instruct the Worker to take the drug and/or alcohol test once again. If the Worker again refuses to take the test, the Company may take Disciplinary Action against the Worker.
- (b) The Worker must provide his/her specimen for drug testing within 1 hour from the time that the request has been made by the authorised collector. In relation to alcohol testing, the Worker must comply with a request for a breath alcohol test within 15 minutes from the time the request has been made by the authorised collector. Failure to comply with such timeframes may result in Disciplinary Action against the Worker.

5. **DRUG AND ALCOHOL TEST RESULTS**

- 5.1. A copy of the results of any drug and/or alcohol test will be provided to the Human Resources Department or Health and Safety Team. Results may be used in evidence or disclosed in disciplinary or legal proceedings, may be provided to any relevant Workers Compensation provider or insurer, and may be provided to any client/customer of the Company who requests them if the testing has been undertaken at the client/customer’s request or it is directly relevant to the operation of the client/customer’s business. In all other respects, material and information used or obtained from testing will be kept strictly confidential.
- 5.2. Workers should note that the test may not measure the degree to which he/she is under the influence of drugs or alcohol. If a test indicates the presence of drugs or alcohol, then the Worker will be deemed to be under the influence of drugs or alcohol in breach of this Procedure.
- 5.3. If a Worker tests positive for drugs, and the Company proposes to refer them to an appropriate service for rehabilitation treatment; or pursue Disciplinary Action, then the Worker is entitled to challenge the results and obtain an independent analysis of the sample (at the Worker’s own expense).

5.4. ***Suspension if non-negative drug test***

- (a) If an employee returns a non-negative result in relation to his/her drug test, the Company may suspend the employee on ordinary pay until receipt of confirmation of the test result.
- (b) If the employee's drug test confirmation result is negative, the employee may immediately return to full duties.
- (c) If a contractor or employee of a contractor returns a non-negative result in relation to his/her drug test, the Company may suspend performance of the contract until receipt of confirmation of the result.

6. **BREACH OF THE DRUG AND ALCOHOL PROCEDURE**

- 6.1. The Company will enforce this Procedure strictly. A breach of this Procedure may result in Disciplinary Action.
 - 6.2. If this Procedure is breached, the Company may, in relation to employees:
 - (a) Direct the employee to leave the workplace and not return to work for such period as may be reasonably necessary. This will be at least as long as required for the employee to recover from the influence of drugs or alcohol.
 - (b) Require the employee, at his/her own expense, to undergo a further drug and alcohol screening test, and return a negative result, before permitting the employee to return to work.
 - (c) Take Disciplinary Action against the employee up to and including dismissal. The nature and severity of the violation, and whether there has been previous breaches of this Procedure, should be considered in determining the particular Disciplinary Action taken.
 - (d) Minor first offences may result in a first and final written warning and/or referral for substance abuse education/evaluation/treatment.
 - (e) Repeated or more serious offences may result in a final written warning, demotion, or dismissal from employment (with or without notice).
 - 6.3. If this Procedure is breached, the Company (and/or its insurer) may, at its sole discretion, require the Worker to indemnify the Company for any and all costs arising out of or in connection with the drug and/or alcohol test.
 - 6.4. If a Worker is suspected of being under the influence of drugs or alcohol, they will not be permitted to drive their personal vehicle, or a Company vehicle, including from the Company premises to home. This is both to protect the Worker's own personal safety, and the health and safety of others. Workers will be required to make other arrangements to be transported home and do so at their expense.
 - 6.5. Where the Worker self-refers to support or rehabilitation services, reports their conduct to the Company or takes any other proactive steps to address their conduct in breach of this Procedure before testing is conducted, the Company may decide not to take Disciplinary Action against the Worker. This will be at the Company's sole discretion.
- ## 7. **REHABILITATION**
- 7.1. If an employee returns a positive or non-negative test, the Company may, in its sole discretion, permit him/her to continue in their employment, subject to the requirement that they participate in a Drug and Alcohol Rehabilitation Programme, if

applicable. Failure to take part or complete the programme may result in Disciplinary Action. The employee may be suspended from his/her duties or allocated alternative duties during the programme (at the Company's sole discretion).

- 7.2. For all employees returning a positive or non-negative test, the Company may, in its sole discretion, fund an initial assessment by a rehabilitation provider nominated or approved by the Company.

7.3. **Procedure**

- (a) Where the employee agrees to participate in rehabilitation, the employee must sign an agreement (see **Schedule C**) agreeing to the programme and to follow up testing.
- (b) The Human Resources Department or Health and Safety Team will arrange an initial appointment for the employee to meet with the rehabilitation specialist.
- (c) All communications between the specialist and employee will remain confidential save as provided in **Schedule C**.
- (d) The rehabilitation specialist will arrange for treatment or further specialist advice as considered necessary.
- (e) Rehabilitation will commence and the rehabilitation provider will provide the Human Resources Department or Health and Safety Team with information on the attendance of the employee in accordance with **Schedule C**.
- (f) The rehabilitation specialist will report to the Human Resources Department or Health and Safety Team after three sessions on the necessity or value of further treatment. Further sessions are at the employee's cost.

7.4. **Post-treatment Testing**

- (a) On completion of the programme and prior to returning to normal duties, the employee will be required to return a negative drug and/or alcohol test as applicable (the cost of which testing will be met by the employee).
- (b) The employee will subsequently be subjected to at least 3 random drug and alcohol tests over the next 6 months.
- (c) A positive test during or following treatment may result in Disciplinary Action.

8. EDUCATION AND TRAINING

- 8.1. All Workers will be given access to the Procedure and the opportunity to attend an information session about the Procedure and the issues relating to the use of alcohol and drugs. These sessions are designed to familiarise Workers with the Procedure and its requirements and to advise on the potential consequences of being under the influence of drugs and/or alcohol.
- 8.2. The Company may provide ongoing training to Workers where appropriate to raise awareness of the issues relating to the use of alcohol and drugs.
- 8.3. Company managers and supervisors will be trained in:
- 8.4. Understanding the Procedure and its effective implementation; and

- 8.5. The recognition, management and referral of drug and alcohol related matters.

9. SEARCH AND SURVEILLANCE

- 9.1. In order to further assist with achieving the objectives set out in this Procedure, the Company may undertake search and surveillance. In particular:
- (a) The Company may search any property located within any area in the Company's possession or control or within the possession or control of any client or customer of the Company ('Company premises'). This may include offices, vehicles, workstations, production areas, lockers, and storage areas. Such searches may be carried out on a random basis.
 - (b) The Company may operate electronic surveillance equipment to the extent permitted by law) within Company premises at any time.
 - (c) The Company may employ a specialist drug detection dog team to conduct inspections (including random inspections) within the Company premises.
 - (d) If a drug detection dog or other detection mechanism indicates the recent possession and or use of drugs by a Worker, the Company may require the Worker to undergo drug testing in accordance with this Procedure.
- 9.2. For the avoidance of doubt, by bringing personal property onto Company premises, a Worker is deemed to have consented to his or her property being searched or inspected in accordance with this Procedure.
- 9.3. Nothing in this Procedure gives the Company the power to detain a Worker for search. However, if a Worker refuses to cooperate with a reasonable direction by the Company for search of his or her property, the refusal may result in Disciplinary Action.

10. CONFIDENTIALITY AND PRIVACY LEGISLATION

- 10.1. All information gathered as a result of testing or participation in a rehabilitation or treatment programme is collected for the purpose of implementing this Procedure and achieving its objectives.
- 10.2. All information will be held by the Human Resources Department or Health and Safety Team and will be held for the duration of the Worker's employment/engagement or longer where deemed necessary by the Company or by law. Relevant information may be disclosed to the Worker's supervisor or manager.
- 10.3. Save as required by law or as expressly provided for in this Procedure, no information relating to any testing or rehabilitation will be disclosed to an external party without the written consent of the Worker concerned.

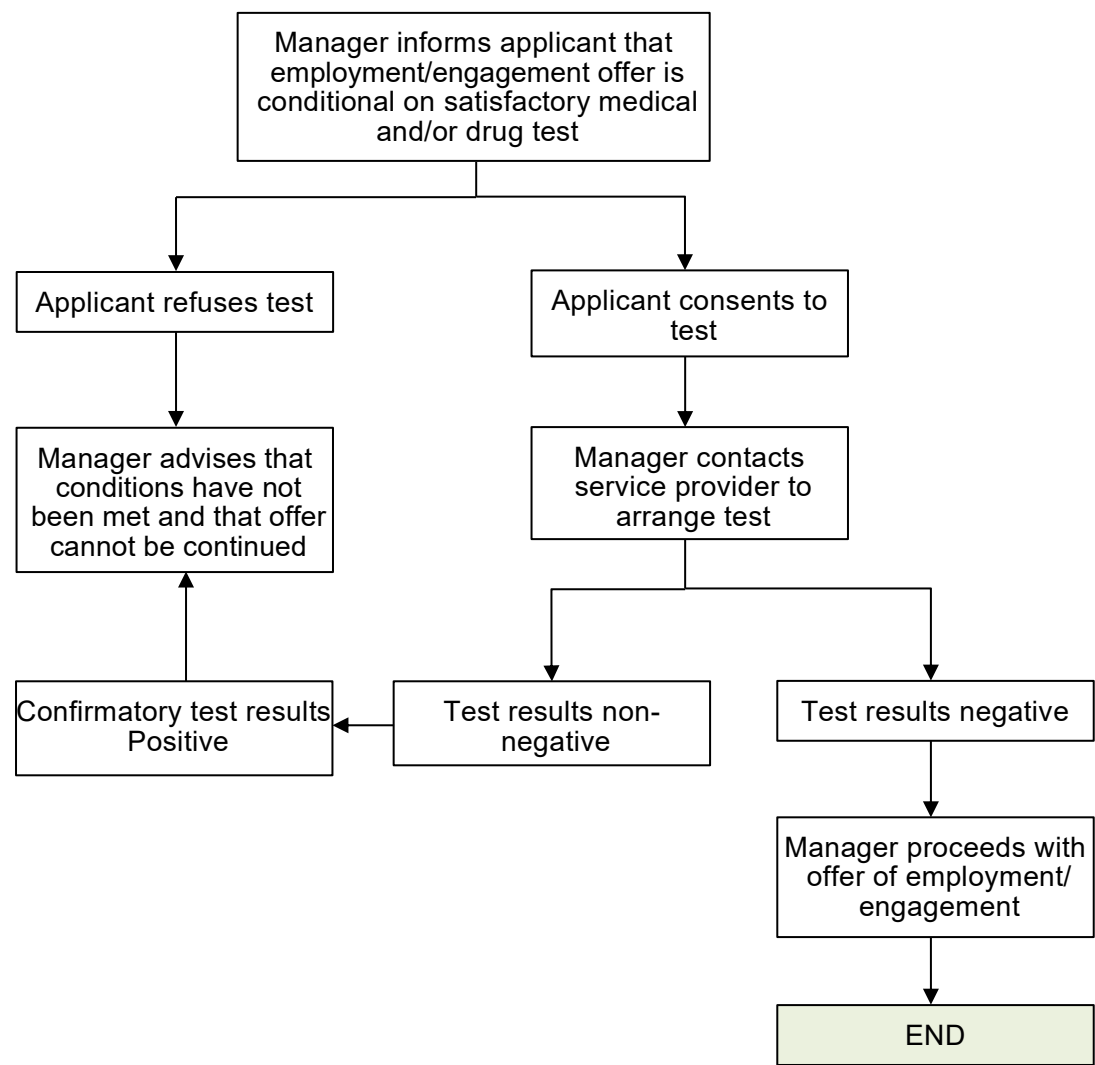
11. APPLICATION

- 11.1. This Procedure applies to all Workers of the Company. However, some aspects of this Procedure may only be applicable to employees, such as Rehabilitation. Nothing in this Procedure is intended to create an employment relationship between the Company and its contractors, or employees of the company's contractors.

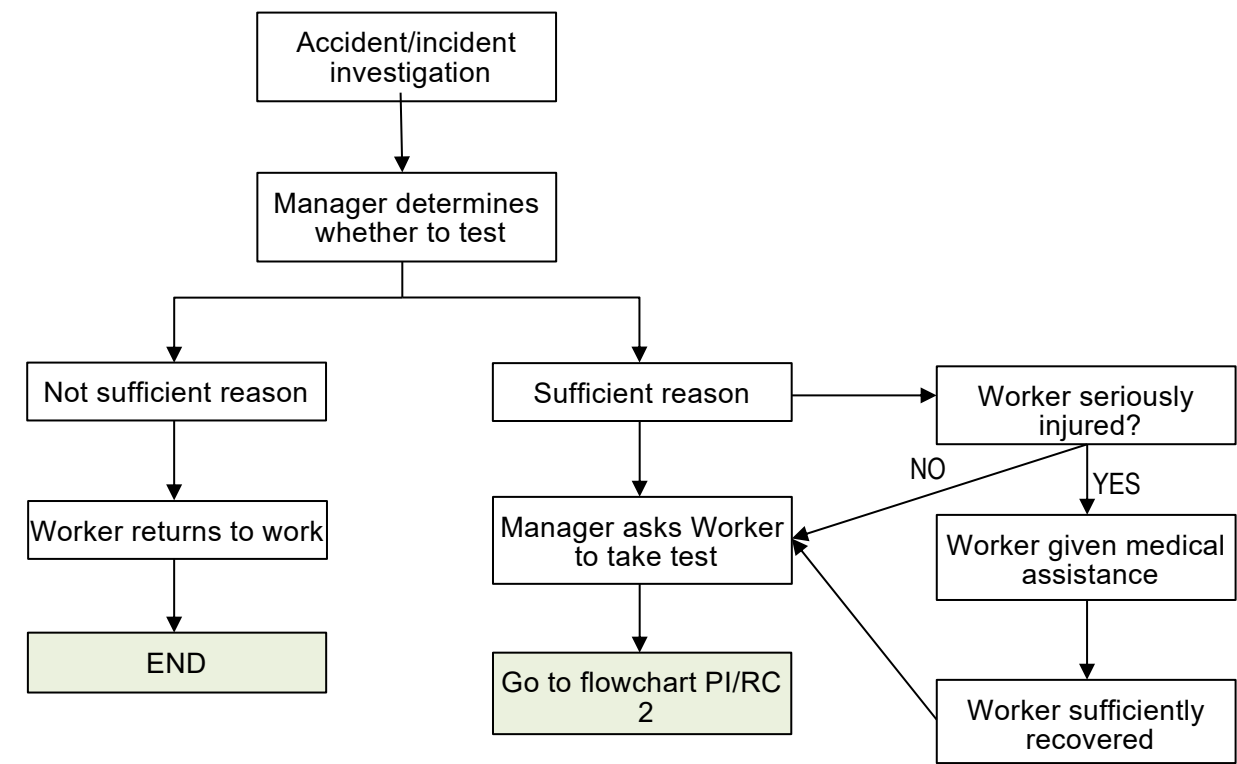
If you have any queries about this Procedure, please contact the Human Resources Department or Health and Safety Team.

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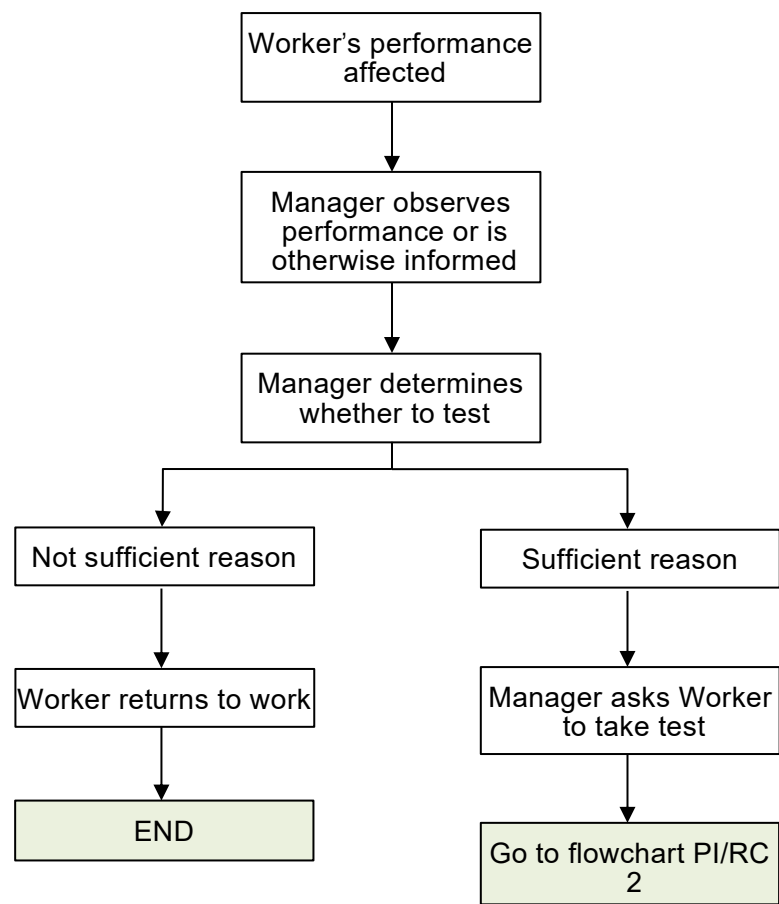
Appendix 1 - Pre-employment/Engagement Testing Flowchart



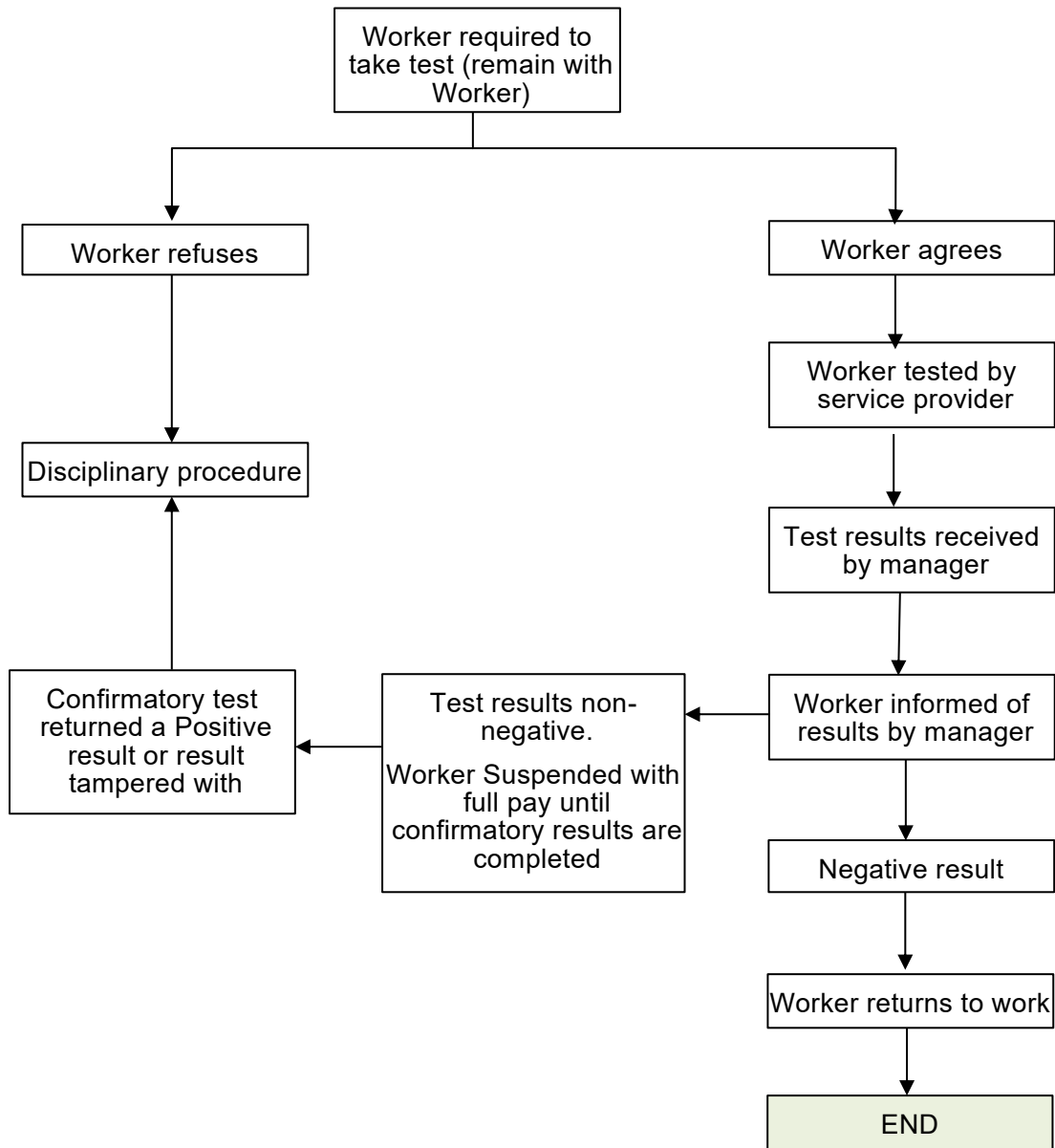
Appendix 2 - Post Incident Testing Flowchart - PI1



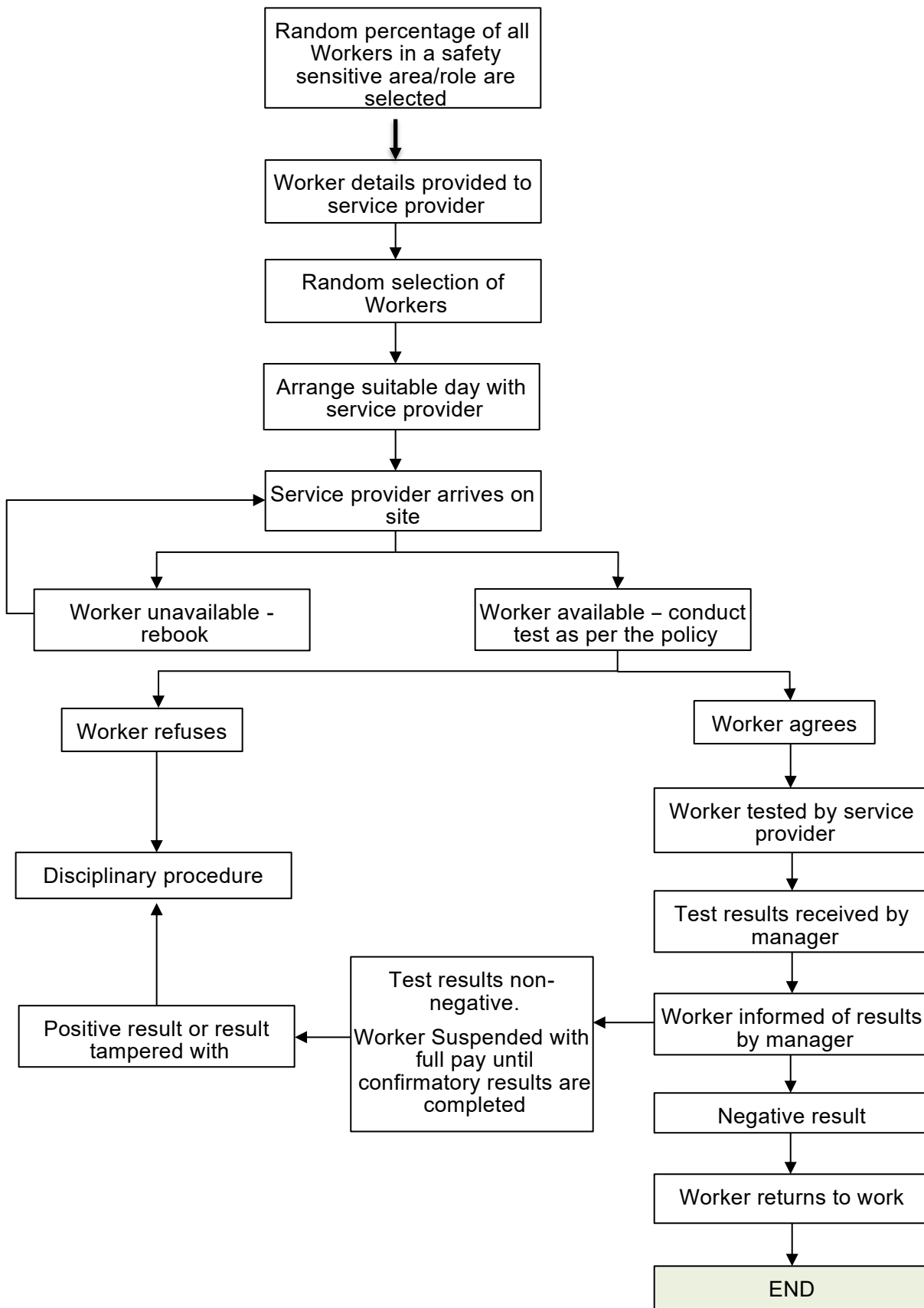
Appendix 3 - Reasonable Cause Testing Flowchart RC 1



Appendix 4 - Post Incident & Reasonable Cause Testing Flowchart PI/ RC 2



Appendix 5 - Random Selection/Testing Flowchart RS1



Schedule A – Drug Testing Procedure

Oral Fluid Drug Testing Procedure AS 4760:2019 (or a successor standard)

Step 1

The identity of Worker is confirmed (using photo ID) and the Worker's details are recorded.

Step 2

The screening process and consent are explained to the Worker and written consent is obtained from the Worker.

Step 3

The breath alcohol screening is conducted (if applicable).

Step 4

The Worker is asked to wash their hands.

Step 5

The Worker is asked to insert the test device collection pad into their mouth and follow the collector's instructions. The collector will advise when the sample is ready.

Step 6

The sample is removed from the Worker's mouth. It is anticipated that the results will be ready in approximately five minutes.

Step 7

The results of the test are recorded and copy given to the Worker.

If the result is negative, the Worker will be allowed to return to his/her duties.

If the initial on-site result is non-negative, the procedure will continue from step 8 below.

Step 8

The Worker is asked if he/she agrees with the result and is given the opportunity to make any comments. The Worker is advised that the sample will be split into multiple samples and sent to an accredited laboratory for confirmation.

Step 9

A second and third sample are obtained from the Worker by placing two device collection pads in the Worker's mouth to gather more saliva. The collector will advise when the sample is ready.

Step 10

The sample is split into two separate containers in the Worker's presence and the tamper proof seals are placed on them which are initialled and sealed in the Worker's presence. The Worker signs chain of custody forms.

Step 11

The samples are secured in a tamper proof bag and forwarded to the accredited laboratory for confirmation.

Step 12

The results are forwarded directly to the Human Resources Department or Health and Safety Team in the Company.

Schedule B - Reasonable Cause Indicators – Process Form

When determining “reasonable cause”, physical symptoms and/or unusual or out of character on-site observable behaviours must be considered.

Examples of physical symptoms or behaviours include, but are not limited to:

- excessive lateness
- absences often on Monday, Friday or in conjunction with holidays
- increased health problems or complaints about health
- emotional signs – outbursts, anger, aggression
- changes in personality
- changes in alertness – difficulty with attention span
- changes in appearance – clothing, hair, personal hygiene
- less energy
- involvement in various minor accidents
- feigning sickness or emergencies to get out of work early
- going to the bathroom more than normal
- defensive when confronted about behaviour
- dizziness
- slurred speech
- hangovers
- violent behaviour
- impaired motor skills
- bloodshot eyes
- impaired or reduced short term memory
- reduced ability to perform tasks requiring concentration and co-ordination
- intense anxiety or panic attacks
- impairments in learning and memory, perception and judgement
- irritability
- depression
- odour of alcohol or drugs
- inability to walk in a straight line
- irrational laughter and foolish behaviour

Reasonable grounds testing may also take place where the Company learns, from a credible source, that the Worker is working under the influence of drugs and/or alcohol, or where the Worker is observed using, possessing, distributing or consuming drugs or alcohol during work time, during any breaks and/or during Company social event or work related function, whether on or off the Company premises or during our outside normal working hours.

Worker's name: _____

Department: _____

Date(s): _____

Support person: ☐ Yes ☐ No Name: _____

Supervisor's name: _____

Department: _____

DRUG AND ALCOHOL PROCEDURE



Approved person's name:

Department:

Date(s):

Supervisor to record below the physical symptoms or behaviours observed:

Comments/explanation of Worker (if offered)

Comments of Supervisor/Approved Person

DETERMINING REASONABLE CAUSE

From your observation is there a risk to the health and safety of this person and others?

Yes ☐ No ☐

Are you satisfied that it is reasonably possible that the risk is a result of the possible use of drugs or alcohol?

Yes ☐ No ☐

Do NOT proceed with reasonable cause testing unless the above questions are answered with a YES

TAKING ACTION

Reasonable cause established? Yes ☐ No ☐

Time: _____ Date: _____

Action taken:

Supervisor's signature:

Date and time:

Approved person's signature:

Date and time:

Schedule C - Health Rehabilitation Agreement

Perkins Builders Pty Ltd (ABN 60 008 844 862) ('Company') Health Rehabilitation Agreement

I(employee name) acknowledge that I have been entered into the Company Health Rehabilitation Plan ('Plan') and that my continued employment with the Company is subject to the following terms.

I am committed to full participation in the Plan with the service provider(s) specified by the Company.

I authorise the service provider to release the following information to the Company's Human Resources Department or Health and Safety Team:

- Whether I have kept appointments;
- Whether the service provider has recommended a course of treatment;
- Whether I am following that course;
- Whether a return to work is appropriate and within what timeframe; and
- Whether I have completed the required treatment.

I understand and agree that the service provider may request and obtain from the testing agency reports of levels below the cut-off specified in the Relevant Standard(s). Such reports will only be interpreted by a Medical Review Officer or qualified toxicologist at an accredited laboratory. That interpretation can be used by the service provider and/or the Company to assess my progress in achieving rehabilitation.

I understand that the Company may disclose the above information to any client or customer who requests it and would reasonably need to know such information for safety reasons, and I consent to such disclosure.

I agree to take this course outside work hours or use leave entitlements, if required and approved, to participate during work hours.

I agree to take 3 subsequent drug and alcohol tests in the 6 months following treatment and agree to the release of the results to the Company.

Optional: I accept and agree that I will be [suspended from my duties with / without pay / allocated alternative duties] while I participate in the course.

I accept that if:

- I do not attend or complete the required course; or
- On any future occasion, including the 3 tests referred to above, I return a positive drug and alcohol test; or
- I refuse to take any of the 3 subsequent tests,

the Company may terminate my employment, with or without notice.

I accept the terms of this agreement, which I acknowledge may be in addition to or vary the terms of my current employment agreement. I have had a reasonable opportunity to take independent advice.

Worker: _____

Date: _____

Witness: _____

Date: _____



Schedule D - Safety Sensitive Positions & Roles

Perkins Builders acknowledge its duty of care to ensure all workers are fit for work, therefore consider all positions or roles safety sensitive and subject to random testing under this Procedure.