



ALCOHOL & OTHER DRUGS POLICY

DUTY OF CARE

The use of drugs or alcohol in the workplace endangers not only the individual but also fellow workers and the public.

The *Work Health and Safety Act 2020* (Western Australia) formalises a duty of care for employers to ensure the health, safety and welfare of their workers and visitors to the workplace. It also provides that a duty of care is placed upon the individual worker to take reasonable action to ensure the safety and health of others and to co-operate with the employer to comply with this Act. Laveer is committed to the following policy in regard to drugs and alcohol within company premises and on Vessels and client sites to which pilotage and marine services are provided.

Laveer personnel which includes staff, visitors and contractors must comply with drug and alcohol testing at any workplace where the company is operating.

ALCOHOL

Personnel will adhere to the client's site requirements for blood alcohol levels at all times; the exception will be if the client site has not set such requirements in which case personnel are to comply with a requirement for the concentration of alcohol in blood to be 0.00 grams of alcohol per 100 millilitres of blood whilst on duty and conducting company activities.

This Policy will be strictly enforced at all times.

DRUGS

Personnel will not consume any drug that would impair their ability to perform marine services. Possession of recognised prescribed drugs may be permitted so long as they are part of medical treatment by a doctor. If any personnel are required to take prescribed drugs they will verify with their doctor that their performance at the workplace will not be adversely affected.

Personnel will advise the Company in writing, on doctor's advice, if a prescribed drug is likely to affect their performance to provide marine services and that they are unfit for that reason to perform marine services and will not provide these services until deemed fit by the company, on medical advice, for marine operations.

Laveer personnel are strictly forbidden to sell, give away, deliver or use any drugs or narcotics when at company property or while at a client's site. Personnel found to be using, in possession of or trafficking in illegal drugs or narcotics will be liable to instant dismissal or termination of contract.

Personnel are reminded of the possibility of criminal proceedings arising out of the use of, and trafficking in, illegal substances and the harsh penalties that the law provides for such offences.

SCOPE AND ACCOUNTABILITY

The responsibility for the application of this policy rests with all employees, contractors and visitors engaged in activities under Laveer's operational control.

Laveer's CEO is responsible for the promotion of this policy and is responsible for the company's integrated management system, through which the policy is applied.

The Laveer Board is accountable for this policy and regularly reviewing it and updating as required.

