

LS Quarry are committed to implementing policies, procedures and practices that safeguard the health and safety of all people at our workplaces. This includes those risks related to the consumption of drugs and alcohol.

We will:

- provide appropriate awareness on the effects of drugs & alcohol and the requirements of this Policy;
- conduct drug and alcohol testing in accordance with this Policy;
- provide reasonable assistance to our employees, without fear of reprisal, if they voluntarily seek assistance with a drug or alcohol problem before they are found to be in breach of this policy; and
- appropriately address any breaches of this Policy

You may be required to undergo a drug and alcohol test in the following circumstances:

1. As part of your Pre-Employment medical. LS Quarry reserves the right not to offer employment to any person who returns a positive drug or alcohol test result.
2. On reasonable grounds. You may be required to complete a test if you are suspected, on reasonable grounds, to be working under the influence of drugs or alcohol.
3. After an incident, accident or near miss. You may be required to complete a test where your actions or inaction contribute to an incident, accident or near miss that results in an injury to yourself or another person, damage to property or which places the health or safety of yourself or another person at serious risk.

Note: If a person concerned has been injured, testing would occur after they have received appropriate medical assistance and have sufficiently recovered.

4. Random Testing. You may be randomly required to complete a test on any date at any time.

LSQ is committed to our people, contractors and the communities in which we operate.



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**Ashley Day – Managing Director**

DATE: 23/05/2023