



DTL-HSE-POL-0002

Drug and Alcohol Policy

DTL Health & Safety Management System

Doc No: DTL-HSE-POL-0002**Version:** 1.1 — Jul 2026**Review:** Jul 2027**Owner:** Annelize Van Tonder**Linked Procedure:** DTL-HSE-PRO-0008

Purpose: Sets DTL's zero-tolerance approach to being impaired by alcohol or other drugs at work, the testing regime, and the consequences of a breach — to protect the health and safety of everyone on site.

1. Introduction

DTL is committed to a work environment that protects the health, safety and productivity of all employees. Alcohol and other drugs can impair a person's ability to work safely and efficiently — affecting judgement, coordination, concentration and alertness, and increasing the risk of injury, incident and damage to plant or property.

Drug and alcohol misuse can also lead to absenteeism, poor performance and serious health risks. DTL therefore prohibits employees from being under the influence of alcohol or other drugs while performing work duties or representing the Company in any capacity. Breaching this policy may result in disciplinary action up to and including termination of employment.

2. Responsibilities

DTL Management is responsible for:

Maintaining a healthy, safe work environment so far as is reasonably practicable.

Ensuring the work performance of employees, visitors and third parties is not impaired by drugs or alcohol — on site or at external functions representing DTL.

Promoting workplace safety and ensuring everyone on DTL's sites adheres to this policy.

All employees are responsible for:

Maintaining a healthy, safe work environment so far as is reasonably practicable.

Complying with this policy and following DTL's directions on drug and alcohol use.

Understanding how their performance could be affected by drugs or alcohol.

Immediately reporting any breach of this policy to management.

Employees must **not**:

Attend, commence or return to work under the influence of drugs or alcohol.

Consume alcohol in common areas without written permission from management.

Possess, distribute, sell or use illegal drugs on DTL premises.

If DTL management suspects impairment due to drugs or alcohol, immediate action will be taken in accordance with this policy.

3. Company Vehicles

Employees may only operate a company vehicle with a valid WA driver's licence. Driving under the influence of drugs or alcohol is strictly prohibited and may result in termination. Any liability for damage caused while operating a vehicle under the influence rests solely with the driver.

4. Machinery

No person under the influence of drugs or alcohol may operate machinery. Operators must hold the appropriate licences and tickets for the machinery they use.

5. Prescription & Over-the-Counter Medication

Employees taking prescription or over-the-counter medication that may impair their performance must inform management before commencing work. Management will assess whether the employee can safely perform their duties (a fitness-for-work matter).

6. Testing

Management may require drug and alcohol testing in the following circumstances:

Reasonable suspicion of impairment (e.g. red eyes, slurred speech, abnormal behaviour).

Random drug and alcohol testing.

Post-incident testing.

Return-to-work testing following a non-negative result.

7. Breach of Policy — A breach occurs if an employee:

- Records a positive drug test (in accordance with Australian Standard AS 4760).
- Records a blood alcohol concentration (BAC) of **0.05% or higher** — for high-risk activities such as operating machinery, a BAC of **0.00%** is mandatory.
- Refuses to undergo a test.

8. Disciplinary Action

Disciplinary action for a breach may include:

Immediate removal from site.

A mandatory negative test result before returning to work.

Suspension, and possible termination for repeated or serious breaches.

9. Support — Confidential support, including access to an Employee Assistance Program (EAP), is available for any employee dealing with drug or alcohol dependency. We encourage anyone who needs help to speak with management in confidence.

10. Confidentiality

All documents and information generated under this policy are strictly confidential and used solely for safety and disciplinary purposes.

Approved for issue



Tyson Knight — Director
27 May 2026

1.1 — Jul 2026 — Expanded to full policy (responsibilities, vehicles, machinery, medication, testing, breach, disciplinary, support, confidentiality) — A. Van Tonder

1.0 — Apr 2026 — Initial issue under 2iB numbering — A. Van Tonder

