



DRUG & ALCOHOL POLICY

Qube is committed to providing a safe and healthy workplace for all workers. The Company is committed to ensuring compliance with all legislative requirements in relation to the safety of its workforce.

Qube is committed to the well-being of its workers and persons performing work for the Company in all areas that may affect them and their ability to perform their work in a productive manner that does not jeopardize their own safety or the safety of others in the workplace.

Qube aims to foster an attitude amongst all workers that is not acceptable to attend the work place under the influence of alcohol or drugs that may inhibit them from performing their duties efficiently or cause risk to themselves, other employees or the general public.

The Company maintains that all employees and contractors must attend for work and perform work free from the influence of any potentially performance-impairing drug or alcohol. Qube commitment in this policy will be met by the following activities:

- Setting standards for drug and alcohol use and the permissible levels.
- Enforcing compliance with standards for drug and alcohol 'cut off' levels by conducting drug and alcohol tests in accordance with the Drug & Alcohol Procedures, reflecting relevant Australian Standards.
- Encouraging employees who are experiencing problems complying with the policy to contact their Senior Line Manager or Human Resources. Support will also be provided to those who self-disclose.
- Provision of an Employee Assistance Service for those who need professional assistance or counselling in relation to substance abuse.
- Ensuring that all employees and contractors are aware of the Standards regarding drug and alcohol use and any relevant legislation; and
- Any tampering and false samples will result in disciplinary action.

PAUL DIGNEY