

Multiplant Holdings and its controlled entities (Multiplant and KMJV) are committed to promoting the wellbeing of its employees, contractors, and visitors. All parties who work for or us and present for work at any site or office associated with the Company are required to be fit to perform duties safely and competently.

We foster a culture whereby it is not acceptable to come to work in a condition that would pose a risk to the health and safety of themselves or their fellow workers. As such our Company:

- ❖ Has a ZERO alcohol limit and measures drug impairment levels in accordance with Australian Standard AS/NZ 4308;
- ❖ Requires individuals using prescription or non-prescription medication to do so safely and declare the use of any medication to their supervisor;
- ❖ Encourages individuals to self-manage and report impaired fitness for work to their supervisor before starting their work shift, without fear of disciplinary action;
- ❖ Provides assistance through a range of preventative, educational and rehabilitation measures to overcome problems that could impair an individual's fitness for work;
- ❖ Monitoring compliance and enforcement of this Policy and its procedures, including drug and alcohol testing; and
- ❖ Will determine an individual's fitness for work based on the opinion of the principal employer, manager or supervisor in conjunction with other assessment procedures.

This Policy applies to all employees and contractors at all sites, and at all times.

Managing Director: _____



Date: 09 / 05 / 2024