

ALCOHOL AND OTHER DRUGS POLICY

August 2020

This policy is not intended to be contractual in nature and does not impose any contractual obligations on Mirvac. Mirvac reserves the right at its sole discretion to vary, replace or cancel this policy at any time.

DRUGS AND ALCOHOL POLICY

Policy Authorised by: Executive Leadership Committee on 09/09/2016

Policy Maintained by: Group HSE

Version Number: MG-CS-HSEPOL9.5-F

Last Revised Date: 5 August 2020 by Vanessa Harper – Mathews

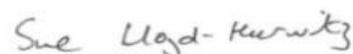
Mirvac is committed to providing safe, healthy and productive workplaces.

It is well recognised that alcohol and other drugs (AOD) can affect a person's health and wellbeing. AOD use can also impair a person's work performance, exposing themselves and others to injury. It is therefore essential that all workers are fit to perform the requirements of their work and that they are not impaired by AOD.

To address those risks associated with the use of AOD and to enable Mirvac to provide safe, healthy and productive workplaces, Mirvac shall:

- Apply this Policy and the related business unit specific procedures (Procedures) across all Mirvac workplaces and operations as applicable;
- Ensure all workers are aware of this Policy and the Procedures;
- Promote education and awareness of risks associated with AOD use and inform Mirvac employees of help avenues available, including access to Mirvac's Employee Assistance Program;
- Ensure that consultation remains confidential between management and workers in the ongoing prevention, education, counselling and rehabilitation of workers affected by AOD use;
- Inform workers via this Policy that the following activities are prohibited at Mirvac workplaces and operations:
 - undertaking safety critical roles or work at high risk workplaces under the influence of AOD;
 - driving a motor vehicle or operating any plant or equipment whilst impaired by AOD;
 - using illegal drugs or prescription drugs that impairs their capacity to perform their duties, including their responsibility to work safely.
- Include AOD screening for individuals seeking employment in safety critical roles as determined by Business Unit risk identification and mitigation processes;
- Implement monitoring activities that may include AOD testing for workers undertaking safety critical roles or attending high risk workplaces as determined by Business Unit risk identification and mitigation processes; and
- Manage work related social or entertainment events in a responsible manner by adhering to the Mirvac Code of Conduct as well as the Procedures that support this Policy.

To ensure Mirvac's commitment to a safe, healthy and productive workplace, all managers shall promote and administer compliance with this Policy and Procedures. All employees and workers shall abide by the provisions of this Policy as a condition of their employment or contract.



Susan Lloyd-Hurwitz
CEO and Managing Director

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