

Drugs and Alcohol Policy

In this policy, "**Walker**" means Walker Corporation Pty Limited (ACN 001 176 263) as trustee for the L A Walker Family Trust (ABN 92 134 623 291), Walker Group Holdings Pty Limited (ACN 001 215 069) and all their respective Australian domiciled controlled and related entities.

Introduction

The provision of a safe & healthy environment for all Walker employees and any other person on Walker's sites is paramount. Although Walker provides and allows consumption of alcohol for recreational purposes on the premises after working hours, Walker cannot accept consequential risk of injury or property damage arising from the effects of drugs, alcohol and/or the abuse of non-prescription drugs during working hours or whilst on Walker premises/property. Walker expects that its employees will fulfil their legal responsibilities by presenting themselves for work unaffected by drugs and alcohol and by limiting their consumption of alcohol within the individual limit prescribed by the law.

Policy

The management of Walker will:

- ensure that all Walker sites prohibit the consumption of alcohol over the prescribed legal limit and prohibit the onsite storage, consumption and distribution of illicit drugs;
- ensure that all employees are not exposed to unacceptable risk of injury arising from the actions of employees affected by drugs or alcohol;
- ensure that no employee or person engaged to work on behalf of, or at the direction of Walker while affected by drugs or alcohol; and,
- provide encouragement and support if required for all employees in need of assistance or rehabilitation resulting from a dependence on drugs and alcohol.

This policy requires that all Walker employees comply with the following:

- Employees are not permitted to keep in their possession illicit drugs (e.g. marijuana, amphetamines, heroin etc.) whilst on or in Walker property (e.g. Walker vehicle, office, person, tool box, lockers etc.)
- Employees are not permitted to store, use or consume alcohol or illicit drugs during working hours on any Walker site under any circumstances.
- Employees are not permitted on any Walker site to engage in the:
- sale, transfer or manufacture of illicit substances and alcohol and or,
- unauthorised distribution of prescription drugs

Consequence of Non Compliance:

In the event of a breach of this policy and subject to a fair and reasonable investigation, an employee may receive a written warning, counselling sessions, or summary termination of employment.