

DRUG AND ALCOHOL POLICY

The International Labour Organisation (ILO) estimates that 20-25% of all industrial accidents are as a result of drug or alcohol abuse. The use of drugs in the workplace endangers not only the employee but also fellow employees and the public.

The Occupational Safety and Health Act 1984 (Western Australia) formalises a duty of care of employers to ensure the health, safety and welfare of their employees and visitors to the workplace. It also provides that a duty of care is placed upon the employee to take reasonable action to ensure the safety and health of others and to co-operate with the employer to comply with this Act.

In order to comply with the Work, Health & Safety Act 2020 (Western Australia) to maintain the highest standard of safe working practice and to maintain peak efficiency in the provision of Pilotage Services, the Pilot Company is committed to the following policy in regard to drugs and alcohol within Company premises and on Vessels to which Pilotage Services are provided.

ALCOHOL

Pilots and staff will maintain a blood alcohol content (BAC) of 0.000% at all times whilst on duty and conducting work for Fremantle Pilots.

This policy will be strictly enforced at all times; breaches will be managed under the company's disciplinary procedures which includes dismissal as a disciplinary option. Drug and/or alcohol testing will be conducted where and when necessary.

DRUGS

Pilots will not consume any drug that would impair their ability to perform Pilotage Services.

Possession of recognised prescribed drugs may be permitted so long as they are part of medical treatment by a doctor. If a Pilot is required to take prescribed drugs, he/she will verify with their doctor that their performance as a Pilot will not be adversely affected.

A Pilot will advise the Pilot Company in writing, on doctor's advice, if a prescribed drug is likely to affect their performance to provide Pilotage Services and that they are unfit for that reason to perform Pilotage Services and will not provide these services until fit for Pilotage Work.

Fremantle Pilots will not permit the selling, giving away, delivering or use of any drugs or narcotics on company property.

Employees found to be using, in possession of or trafficking in illegal drugs or narcotics will be liable to instant dismissal. They are reminded of the possibility of criminal proceedings arising out of the use of, and trafficking in, illegal substances and the harsh penalties that the law provides for such offences.

Approved By:

Julian Thomas

Managing Director

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