

The Hiway Group is committed to creating a drug and alcohol-free workplace so as to provide a safe work environment that protects all our workers, customers and clients' safety and wellbeing.

Due to the high-risk hazardous nature of our work environment, it is critical that all employees refrain from the use of drugs (including prescription drugs) or alcohol that can have an impact on their ability to perform their duties effectively and safely, which may also include effects of impairment and fatigue.

In order to ensure that our workplace remains drug and alcohol-free the Hiway Group tests all workers for the presence of drugs and alcohol in accordance with its Drug and Alcohol Procedure (as amended from time to time). The Procedure outlines the principles that will be used by Hiway Group in determining fitness for duty in relation to drugs and alcohol. It also outlines the processes that apply for testing and managing alcohol and other drugs so that a high standard of health and safety in the workplace is maintained.

Hiway Group intends to support this policy via a strategy of harm reduction through education, assistance and action.

The Hiway Group has a Zero Tolerance and demands that no employees, contractor, subcontractor, labour hire personnel or visitor be under the influence of, have in their system, distribute or possess alcohol, drugs or banned substances (including but not limited to narcotics, depressants, stimulants, hallucinogens, marijuana, mind-altering drugs), when reporting for work, while working, or while on active work duties.

It is a condition of continued employment that all employees participate in prescribed drug and alcohol testing programs, including:

- Pre-employment and pre-deployment drug and alcohol testing.
- Random and/or blanket drug and alcohol testing.
- For Cause / Reasonable Grounds testing, where there is reasonable cause to believe an individual may be affected by drugs or alcohol.
- Post-incident testing.
- Post-positive random testing.
- Daily alcohol testing.

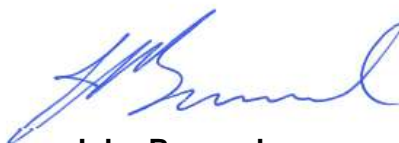
Employees and Contractors will be subject to disciplinary action in accordance with the Drug and Alcohol Procedure which may include termination of employment, in circumstances including, but not limited to:

- Testing positive to any random or scheduled alcohol and drug testing
- Being found to have improperly used alcohol or drugs in breach of this policy or the Drug and Alcohol Procedure
- Refusing to undergo drug testing in accordance with this policy or the Drug and Alcohol Procedure
- Being convicted of a criminal offence in relation to illegal drugs
- Otherwise breach this policy or the Drug and Alcohol Procedure.

The policy shall apply to all Hiway Group employees, contractors, subcontractors and labour hire personnel. Visitors may also be subject to testing under this policy. Where work is being performed at a site under the control of a client or other party any requirements of the client or party that surpass those of the Hiway Group Drug and Alcohol policy and procedure will apply.



**Christopher Ellis**  
Chairman of the Board



**John Boocock**  
Managing Director



**Peter Metcalfe**  
Chief Executive