

Drug & Alcohol Policy

On Track Rail Solutions is committed to providing a safe working environment and promoting personal health for all employees. The company has a zero tolerance to drugs and alcohol. Employees are not permitted to work whilst under the influence of drugs or alcohol.

For the purposes of this policy, drugs are defined as a substance whether prescribed, legal or illegal which have the potential to alter, impair or otherwise adversely affect a person's ability to safely perform a task or operate equipment/machinery.


On Track Rail Solutions Drugs and Alcohol policy is:

- Employees and contractors shall not attend work with any Drugs or Alcohol in their body that may affect their work performance.
- Employees and contractors shall not operate any company or client owned vehicle, plant or equipment of any description whilst under the influence or in the possession of illicit drugs or alcohol.
- The use, sale, possession or distribution of alcohol, drugs or other medication during designated work hours is strictly prohibited.
- All employees and contractors will fully comply with all of our client's drug and alcohol policies and procedures when engaged on their worksites.
- In the instance that prescription medication could potentially affect the ability of the employee to perform their normal work duties safely, the employee must notify their immediate supervisor so that corrective control strategies can be implemented. Failure to advise may constitute misconduct.
- When beverages are provided at On Track Rail Solutions functions, attendees will be encouraged to consume non-alcoholic drinks or low strength alcohol.
- On Track Rail Solutions reserves the right to conduct drug and alcohol testing of all employees and contractors through a suitably qualified person under the following circumstances:
 - Random testing, For cause testing, Post-accident testing & Targeted testing
- On Track Rail Solutions will make every effort to assist employees who wish to seek treatment or rehabilitation for drug and alcohol dependency.
- Any employee or contractor who breaches this policy will be subject to disciplinary action that may lead to the termination of employment.
- Comply will all applicable National and State drug and alcohol legislation and standards.
- In the event that drugs or alcohol are found on any worksite, actions may include an investigation to attempt to determine who is responsible for the drugs or alcohol, or requiring workplace participants to undergo drug or alcohol testing in accordance with the Fit for Work Policy.
- Confidentiality in relation to the misuse or abuse of drugs and alcohol is fundamental to protecting the privacy of individuals and in encouraging employee's acceptance of prevention and treatment measures. Maintaining confidentiality is the responsibility of On Track Rail Solutions managers, supervisors and ALL employees. All test results are to be treated as "confidential" and are to be accessible strictly on a need to know basis.

Authorised by:

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David O Leary
Director

A handwritten signature in black ink, appearing to read "D. O. Leary".

Daniel O Leary
Director