

Alcohol and Other Drugs Policy

Our Commitment to an Alcohol and Drug Free Workplace

Airbus Australia Pacific is committed to our workers' health, safety, wellbeing and fitness for work as individuals, and in the interest of those who depend on Airbus Australia Pacific's aircraft, support and services. We are also committed to ensuring the safety of visitors to our worksites.

This commitment extends to ensuring a workplace free from the risk of harm associated with Alcohol and Other Drugs (AOD). Airbus Australia Pacific requires workers to proactively self-disclose AOD use which may impact upon fitness for work or workplace safety. Following proactive self-disclosure, we are committed to supporting workers so far as reasonably practicable.

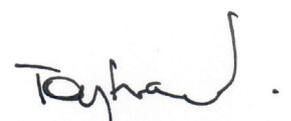
To manage the impacts and risks of AOD, we will:

- Comply with legislative and contractual requirements for the management of AOD.
- Provide awareness and training programs to employees which includes the health effects and workplace safety impacts of AOD.
- Inform workers and visitors of their obligations and responsibilities and the requirement to comply with the AOD Policy.
- Promote health, wellbeing and safety of workers in the workplace. We require and will support proactive self-disclosure of harmful AOD use, including therapeutic or prescription medications, which may affect workplace safety and/or fitness for work. We will offer support with proactive self-disclosure as determined by Airbus Australia Pacific.
- Prescribe thresholds as defined in the relevant standard and/or contractual arrangements.
- Carry out screening to detect the presence of AOD through our externally engaged accredited AOD testing agency.

- Monitor and investigate suspected breaches of the AOD Policy, standards and procedures:
 - within the workplace
 - whilst conducting activity for or on behalf of the company; and/or
 - where AOD use impacts or has the potential to impact upon the worker's fitness for work and/or workplace safety.
- Immediately manage and/or remove worker(s) and/ or visitor(s) if an individual:
 - is in breach of the AOD Policy, standards and procedures;
 - has returned non-negative or confirmed positive AOD test.

Company standards and procedures have been developed to support this policy. The procedures define key terms, describe key roles and outline steps in the management of AOD.

This policy is approved by the Managing Director and has the full support of the Airbus Australia Pacific Executive Committee.



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Anthony Fraser
Managing Director

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