

Document Control:

- **Company:** Rise Workforce Pty Ltd (trading as KAVRILO)
- **Form ID:** OHS-POL-002
- **Date Effective:** April 2026
- **Review Date:** April 2027

1. Policy Statement & Purpose

At KAVRILO, safety is our foundational pillar. Operating within the high-risk environments of warehousing, manufacturing, and logistics across South East Melbourne requires absolute alertness and compromised judgment cannot be tolerated.

We strictly adhere to the *Occupational Health and Safety Act 2004 (Vic)*, which dictates our duty of care to provide a safe working environment. The consumption of alcohol or illicit drugs severely impairs motor skills, reaction times, and decision-making, creating an unacceptable risk to the individual, their co-workers, and the host employer's operations.

KAVRILO enforces a strict **Zero-Tolerance** approach to the presence of drugs and alcohol in the workplace.

2. Scope

This policy applies to all KAVRILO personnel, including Directors, internal management, and all on-hired casual workers (collectively referred to as "workers") while they are:

- Present at the KAVRILO headquarters or any host employer site.
- Operating any machinery, mobile plant (e.g., LF/LO Forklifts), or company vehicles.
- Attending any work-related training, inductions, or functions.

3. The Rules of Conduct

Under no circumstances are KAVRILO workers permitted to:

1. Commence or continue a shift while under the influence of alcohol or any illicit substance.
2. Consume, possess, distribute, or sell alcohol or illicit drugs while on KAVRILO premises or any host employer's site.

3. Bring the reputation of KAVRILO or the host employer into disrepute due to substance-related behaviour.

4. Prescription & Over-the-Counter Medication

KAVRILO recognises that workers may legitimately require prescription or over-the-counter medication. However, many medications (such as strong painkillers, antihistamines, or muscle relaxants) can cause drowsiness and impair the ability to safely operate machinery or perform kinetic lifting.

- **Worker Obligation:** If a worker is taking medication that carries a warning regarding the operation of heavy machinery or driving, they **must** declare this to KAVRILO management prior to commencing their shift.
- KAVRILO reserves the right to reassign the worker to a non-hazardous role (if available) or remove them from the roster until they are medically cleared to resume normal duties.

5. Host Employer Testing Programs

Many of our host employers in the manufacturing and logistics sectors operate their own random or targeted Drug & Alcohol testing programs.

- As a condition of employment with KAVRILO, all workers provide their explicit consent to participate in any breath, saliva, or urine testing mandated by a host employer.
- Testing may occur randomly, upon reasonable suspicion of impairment, or immediately following any workplace incident, injury, or near-miss.
- Refusal to undergo a drug or alcohol test when requested by KAVRILO management or a host employer will be treated as a positive test result.

6. Breaches of Policy & Disciplinary Action

Because of the severe safety risks involved in industrial environments, breaches of this policy will be met with immediate action:

1. **Immediate Removal:** Any worker suspected of being under the influence will be immediately removed from the host employer's site. KAVRILO management will assist in arranging safe transport home. Under no circumstances will the worker be permitted to drive themselves.
2. **Investigation:** An immediate investigation will commence.
3. **Termination:** A confirmed positive test result, refusal to test, or the possession/distribution of illicit substances on site constitutes serious and wilful

misconduct and will result in the immediate termination of the worker's employment with KAVRILO.

7. Support & Rehabilitation

While KAVRILO maintains a zero-tolerance policy for workplace impairment, we treat substance dependency as a serious health issue. Workers who independently acknowledge a substance abuse problem *prior* to a workplace incident or a testing request are encouraged to seek confidential medical advice and support. KAVRILO will work with individuals to pause their employment roster while they seek professional rehabilitation.

8. Policy Authorisation

This policy forms a mandatory component of the KAVRILO worker induction process. No worker will be deployed to a host employer site without formally acknowledging their understanding of and agreement to these terms.

Authorised by:



Tanat Nuanchavee

Director, Rise Workforce Pty Ltd (trading as KAVRILO)

Date: 04/04/2026