

Kaingaroa Timberlands Limited

Drug and Alcohol Policy

Vision

Kaingaroa Timberland's vision embraces a commitment to become the safest production forest in the world. We can not claim to be the best if we are not the safest.

Overview

Being incident and injury free is the underpinning foundation of our core beliefs and values which guides Timberlands' operational decisions and actions. This is especially the case when it comes to protecting the health and safety of our workers, visitors and the community in which we operate.

This policy sets out Timberlands' position on the use of drugs and alcohol. The Kaingaroa Timberlands Drug and Alcohol Standard details interpretation of this Policy.

Scope

This policy applies to persons who are granted public access to the forest or work at any site managed by Timberlands.

Principles

The key principles of this policy are:

- a) the possession, soliciting, selling, distribution or consumption of illicit or non-prescribed drugs, and prescribed drugs, is prohibited in the forest. This includes any activity associated with Timberlands forestry management supply chain or at any site managed by Timberlands.
- b) workers and visitors must not be under the influence of any:
 - i. illicit drugs or alcohol while operating any equipment or while performing any duties; or
 - ii. prescribed or non-prescribed drugs to a level where it could risk injury to any person, including the user
- c) the possession and consumption of alcohol is prohibited in the forest or at any site managed by Timberlands¹.

Timberlands will:

- a) provide appropriate awareness and/or training programs to workers on the effects of drugs and alcohol.
- b) implement a structured random drug and alcohol testing program.
- c) ensure drug and alcohol testing of those involved in any incident or where there is reasonable opinion that a worker or visitor may be under the influence of drugs or alcohol.
- d) immediately remove any worker or visitors in breach of this policy from the forest or any site managed by Timberlands.

Breach

All suspected breaches of this policy will be investigated, and appropriate consequences management and remedial action taken.

For further information contact your manager or your Human Resources representative.

Ryan Cavanagh
CEO
Timberlands

Effective: September 2020

Policy Owner: Timberlands Lead for Occupational Health and Safety

N.B. This policy does not form part of any employment contract and Timberlands may vary, revoke or replace this policy from time to time.

¹ This restriction does not apply to any social events approved by the Timberlands CEO.