

ALCOHOL AND OTHER DRUGS POLICY

BLUESCOPE IS COMMITTED TO ACHIEVING ITS GOAL OF ZERO HARM. CONSISTENT WITH THIS GOAL IS THE OBJECTIVE THAT ALL EMPLOYEES AND CONTRACTORS, AT ALL LEVELS OF THE ORGANISATION, ATTEND WORK FREE FROM THE EFFECTS OF ALCOHOL OR OTHER DRUGS, INCLUDING PRESCRIPTION AND OVER-THE-COUNTER MEDICATIONS, TO ENSURE THAT THEY ARE ABLE TO SAFELY PERFORM THEIR DUTIES.

The aim of this policy is to support this objective by:

- confirming the Company's requirements in relation to the consumption and possession of alcohol and other drugs at the workplace and while on Company business;
- setting out the circumstances in which testing for alcohol and other drugs may occur; and
- A zero impairment level will be mandated at all sites, this means that:
 - Blood Alcohol Concentration (BAC), or equivalent assessment criteria will be zero (subject to testing equipment parameters of +/- 0.02g of alcohol in 100ml of blood);
 - levels of other cognitive impairment drugs (whether prescribed or not) are at an equivalent 'cut-off' level, above which the drug test is deemed 'non-negative' and below which the drug test is deemed 'negative', unless suitably approved by a qualified medical practitioner.

Requirements regarding consumption and possession of alcohol and other drugs

The following requirements apply to all businesses and at all sites:

- the consumption, possession, use and supply of illicit drugs is prohibited within the workplace and while on Company business;
- alcohol should not be consumed at a BlueScope controlled workplace;
- where alcohol is served at a Company-sponsored function, a nominated Company officer must be present;
- all relevant legal requirements of the countries in which the Company operates must be complied with.

Testing for alcohol and other drugs

All businesses and sites are required to have the following in place:

- pre-employment processes that incorporate testing for alcohol and other drugs (including for labour hire) as appropriate for each business and site;
- systems to identify and manage individuals whose ability to safely perform their duties may be altered due to the intake of alcohol or other drugs (including prescription and over-the-counter medications). These systems will include:
 - effective identification of individuals exhibiting performance changes due to alcohol and/other drug misuse; and
 - access to appropriate counselling and support facilities for such employees.
- testing for alcohol and other drugs in defined circumstances and may be any or all of the following types;
 - 'for cause' (following an incident);
 - 'challenge' (where employee or contractor behaviour suggests alcohol or drug misuse);
 - 'random'

Limitations and Applicability

This policy applies equally to all BlueScope employees regardless of location or role.

Implementation of this policy will be accompanied by communication, consultation and education. Appropriate management procedures for breach of the policy will also be implemented.

ALEC HIGHNAM
Executive General Manager People and Performance

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