



FIT FOR WORK POLICY

Metcash is committed to ensuring a safe work environment. We will strive to achieve this through the provision of a workplace which is free from the influence of Drugs and Alcohol.

Drugs and alcohol can impact the individuals in the workplace through:

- Increased risk of exposure to workplace incidents
- Decreased work performance
- Poor concentration & judgement
- Lost productivity
- Reduced quality of work and reduced co-operation with others in the workplace

The intended objectives of Metcash's Fit for Work Policy are to ensure:

- That employees, contractors and visitors shall not be under the influence of Drugs and Alcohol, nor possess illegal Drugs whilst at work
- The maintenance of a work environment that is free from the effects of alcohol and other drug use
- That all employees and contractors are in a condition to safely carry out their duties
- The provision of information in relation to the health and safety aspects of consumption of alcohol and other drugs
- The encouragement of those with concerns or problems with alcohol and / or other drug use or abuse to seek assistance.

Metcash regards it as essential that all persons engaged in its operations are aware of and comply with all legislative requirements and internal policies and procedures to ensure the safety of all those in the workplace. Following appropriate employee and key stakeholder consultation, the Fit for Work procedure will be communicated to all employees & contractors via a range of mechanisms, including but not exclusive to:

- Formal training sessions conducted by OHS professionals or external providers;
- Agenda item at OHS committee meetings;
- Tool box talks;
- Displayed on notice board
- Induction Programs for new employees.

A handwritten signature in black ink that reads "Ian Morrice". The signature is written in a cursive style and is positioned above a horizontal line.

Ian Morrice
Group Chief Executive Officer

28th May 2013