

Australia Business Unit West

Substance Abuse Policy

Policy Statement

Company is committed to creating and maintaining an environment free of substance abuse. To assist Company with achieving this Policy objective, Company will act to eliminate adverse safety outcomes as a result of substance abuse in the workplace.

Purpose

Company believes that substance abuse increases the potential for accidents, absenteeism, substandard performance, poor morale and health, as well as damage to the Company's reputation and surrounding communities. Accordingly, the Company has adopted this Policy covering all Employees and, as relevant, all job applicants.

As a condition of continued employment with the Company, Employees must comply with this Policy.

Scope

This Policy applies to anyone performing Company Work, on Company assignment at Non-Company Premises, or on Company Premises including (but not limited to) Employees, joint venture partners, contractors, subcontractors or visitors.

Note: *Company reserves the right to administer, interpret, revise or terminate any or all of the provisions of this Policy. Nothing contained in this Policy shall constitute a part of any employment contract or create a required procedure, practice or policy that must or should be followed in the investigation, evaluation or disposition of any personnel matter. This Policy is subject to revision or revocation by the Company at any time without further notice at the sole discretion of the Company.*

1.0 DRUG & ALCOHOL FREE WORKPLACE OBLIGATIONS

Employees and any other person performing Company Work, on Company assignment or on Company Premises are prohibited from engaging in any activity that would contravene this Policy.

Employees and any other person performing Company Work, on Company assignment or on Company Premises are expected to be fit for duty and in a condition to carry out their assignments and responsibilities. It is therefore a violation of this Policy for such persons to work or to be on Company assignment or Company Premises with any Controlled Substance (as prescribed in this Policy) present in their system above the Cut off Levels.

Employees must cooperate fully with the Controlled Substance Testing programs specified in this Policy. Refusal to cooperate with such testing, searches or investigations or tampering with any Controlled Substance Test sample will result in termination of employment

The consumption, use, manufacture, dispensing, possession, distribution, promotion, provision, purchase, sale, transportation, concealment, transfer or storage of Controlled Substances and/or Controlled Substance-related Paraphernalia while performing Company Work, on Company assignment or on Company Premises is strictly prohibited and will result in termination of employment.

In addition to the Company conducting Controlled Substance Testing, with the Company's agreement, contractors, consultants and vendors may also conduct Controlled Substance searches and/or testing of their personnel, according to their company guidelines for Controlled Substance Testing in effect at the time.

While the Company has no direct interest in the personal actions or discipline of any contractor, consultant or vendor personnel, these persons can affect safe Company operations. Any Employee or contractor, consultant or vendor personnel found or reasonably suspected to be in violation of this Policy will be denied access to the job site or work assignment by the Company. Visitors found or reasonably suspected to be in violation of this Policy will also be denied access to Company Premises.

2.0 CONTROLLED SUBSTANCE ABUSE TESTING

It is a condition of employment for Employees and any other persons, including joint venture partners, contractors, subcontractors and visitors performing Company Work, on Company assignment or on Company Premises to submit to Controlled Substance Testing. The Company will test for Controlled Substances (other than Alcohol) in accordance with the Cut off Levels prescribed in the attached Schedule 1. Alcohol will be tested per the limits described in Clause 4.

It is a violation of this Policy to not submit for any Controlled Substance Testing when requested.

2.1 Pre-Employment Medical Screening

All potential Employees will be subject to Controlled Substance Testing, as part of pre-employment medical screening.

2.2 Random Testing

Random Testing will be determined by a random selection process, administered by a Company representative and conducted by an accredited tester. Random Testing may be conducted at any time or on any day.

2.3 For Cause/Reasonable Suspicion and Post Accident/Incident Testing

Controlled Substance Testing may be requested by the Company representative in the event of:

- an accident, incident or safety violation which results in a work-related injury, damage or loss of Company property;

- a near miss accident, incident or safety violation where a Supervisor has reasonable grounds to believe that an individual may not be fit for work;
- where an individual's erratic, unusual or dangerous behaviour raises concern that the individual may not be fit for work;
- another Employee raising reasonable concerns about an individual or group of individuals; or
- in the event that evidence is found which indicates the consumption, use, manufacture, dispensation, possession, distribution, promotion, provision, purchase, sale, transportation, concealment, transfer or storage of a Controlled Substance and/or Controlled Substance-related Paraphernalia while performing Company Work, on Company assignment or on Company Premises and the Company has Reasonable Suspicion of those who may have been involved.

2.4 Non-Company Premises

Where Employees are performing Company Work on Non-Company Premises they shall be subject to this Policy and to the Non-Company Substance Abuse Policy in place at that work location. In the event of any conflict or inconsistency between this Policy and the Non-Company Substance Abuse Policy, the provisions of this Policy shall prevail.

Notwithstanding the above, should Employees breach the Non-Company Premises Policy in place at that particular work location, they shall be subject to the consequences of the Non-Company Substance Abuse Policy insofar as it relates to the withdrawal of access to the Non-Company Premises.

A non-compliance or breach of Non-Company Substance Abuse Policy while performing Company Work at the Non-Company Premises may result in disciplinary action under the Company Disciplinary Policy up to and including termination of employment if such non-compliance or breach is also a non-compliance or breach of this Policy or prevents the Employee from carrying out the duties and responsibilities of their role.

3.0 PRESCRIPTION AND OVER-THE-COUNTER DRUGS

The use of Prescription Medication or over-the-counter drugs may impair a person's ability to perform work safely. There are various types of drugs which may impair performance including, but not limited to:

- Hypnotics and sedatives;
- Anti-depressants;
- Antihistamines;
- Stimulants and appetite suppressants; and
- Analgesics/Codeine.

Many medications that are available by prescription or purchased over-the-counter have side effects that may alter an Employee's ability to perform work safely.

Subject to the requirement below, it is not a violation of this Policy if an Employee uses over the counter medication or medication prescribed to them by a licensed medical practitioner for current use (i.e. within the prescribed dose and period of use). If an Employee uses over-the-counter medication, he or she must do so in accordance with the instructions given by the pharmacist to the Employee or to the person provided with the medication.

Employees are responsible for obtaining the information necessary to determine whether the use of any such medication may negatively affect their ability to perform their work safely. Accordingly, Employees must discuss their work responsibilities with their physician and/or pharmacist to determine what the medication contains and how it could affect the application of this Policy in their particular circumstances.

If the prescription or over-the-counter medication the Employee is taking could impact on his or her ability to work safely, the Employee must notify one of the Company's health professionals or their Supervisor before commencing work. The Supervisor should liaise with a Company health professional to determine if the medication may impact the Employee's Fitness for Work. A Fitness for Work assessment may be required or a request for supporting evidence may need to be procured by the Employee from their treating physician.

The Company may direct the Employee to undertake an independent medical assessment to confirm the medical condition and treatment.

At the time of testing, Employees must declare any Prescription Medication or over-the-counter medication they are taking. This includes all medications, vitamins or over the counter medications taken in the last 14 days. This shall be recorded on the Chain of Custody form.

If a Non-negative Result occurs during testing, the Employee will be required to produce a valid prescription for the medication, labelled packaging where scripts are no longer available (non-repeat scripts), or original packaging for over the counter medication. This should be provided as soon as possible pending Laboratory analysis of the sample. Failure to provide proof may result in disciplinary action up to and including termination.

Due to changes implemented by the Australian Therapeutic Goods Administration, any medication containing Codeine purchased on or after 1st February 2018 requires a prescription.

Non-declaration of medication may result in the Employee being removed from the workplace and placed on leave without pay pending the results of the Confirmation Test.

It is a violation of this Policy to use another individual's prescribed medication or provide your medication for use by another Employee.

4.0 TESTING PROCEDURES & CUT-OFF LEVELS

4.1 Alcohol Testing

Any Employee who reports for duty and is tested for alcohol and has a confirmed BAC reading of:

- BAC 0.050% or above; or
- less than 0.050% where, pursuant to any applicable Federal, State or local jurisdiction law, that confirmed BAC reading would result in the relevant Employee committing an offence under that law,

is in breach of this policy and will have their employment terminated.

Subject to the above, if the confirmed BAC reading is 0.020% or above, but less than BAC 0.050%, the Employee's direct supervisor will be informed and the employee will be removed from performing safety sensitive duties. This may also result in disciplinary action.

In the case of testing for alcohol by way of breath sample, such testing will comply with applicable laws and regulations. Breath alcohol testing instruments such as a breathalyser may be used. If the Initial alcohol screening test is positive, the result will be confirmed using a second breath sample.

4.2 Controlled Substance Testing

Controlled Substance Testing other than alcohol testing will be conducted by a Certified Tester and subsequent analysis confirmed by a National Association of Testing Authorities, or successor organisation, accredited Laboratory. Testing is to be conducted in accordance with Australian Standards (**AS**), or in the absence of available AS testing methods, a recognised laboratory testing method.

An Initial Test will be performed and any subsequent Non-negative Results for an Initial Test are to be validated by Laboratory analysis prior to confirmation of a positive result. This will be performed using a portion of the same specimen or other specimen authorised by the Company's designated medical provider for Confirmation Testing.

The Company may test for Controlled Substances by means of specimens other than urine (such as by taking oral fluid or hair samples). Such testing will comply with any applicable laws, AS and regulations.

New testing methods may be adopted over time at the discretion of the Company to reflect developments/advancements in technology.

4.3 Acceptable Specimen

If an Employee fails to attend for testing and/or fails to provide an acceptable specimen, for example, in circumstances such as an inability to produce a specimen, refusal to take a test or provision of a diluted, adulterated or substituted specimen, the Company will take the following steps as applicable:

Request the Employee to remain at the designated Collection Site in the presence of the collector until an acceptable specimen can be collected;

- Reschedule the test due to exceptional circumstances, as determined by the Company representative;
- Terminate the Employee's employment for refusing to provide an acceptable specimen within a reasonable time-period;
- Terminate the Employee's employment for failing to report to the designated Collection Site at the specified time or refusing to submit for a Controlled Substance Test;
- Terminate the Employee's employment where an Employee attempts to dilute, adulterate or substitute a Controlled Substance Test.

4.4 Process for Non-Negative Result on Initial Test

Upon the recording of a Non-negative Result on an Initial Test, the Company may allow the Employee to remain in the workplace pending Confirmation Testing. This will be dependent on the Initial Test result and alignment to declared medication. This decision will be made in consultation with the Company health professional.

The Company may however remove the Employee from the workplace and place the Employee on leave without pay pending the results of the Confirmation Test.

If the Confirmation Test result is negative, the Employee will be returned to work duties, and salary and benefits reimbursed if applicable.

A Negative Test Result shall not preclude the Company from taking appropriate corrective or disciplinary action up to and including termination after an evaluation of all the relevant facts and circumstances.

All urine/oral fluid Non-negative screening specimens are split into a minimum of two containers by the tester in the presence of the Employee. All specimens are then sent to the testing Laboratory. The primary sample will be processed for testing and the secondary sample will be stored as a Referee Specimen. This is documented on the Chain of Custody form.

4.5 Process for Positive Test Results

The Company will terminate an Employee's employment if the Employee returns a Positive Test Result for a non-declared or Controlled substance.

5.0 PRESCRIPTION DRUGS - APPEAL PROCEDURE

If an Employee wishes to dispute termination of employment as a consequence of a Positive Test Result following the use of Prescription Medication or over-the-counter medication then, within 5 days of the termination of the Employee's employment, the Employee may appeal the Positive Test Result.

The appeal must be in writing and include a summary of the circumstances involving the use of the Prescription Medication and any other relevant documents or information. This appeal will be reviewed by Company Human Resources (HR) senior management.

There is no appeal process with respect to a termination of employment for Positive Test Results for Alcohol or other Controlled Substances.

6.0 INDEPENDENT TESTING OF SAMPLES

If an Employee disputes the results of the Confirmation Test, with respect to substances other than Alcohol, they can make a request to the Laboratory in writing requesting the Referee Specimen be forwarded to another Laboratory for independent testing. The request must include which independent Laboratory will conduct the testing. All costs associated with additional testing remains the responsibility of the Employee and will not be paid by the Company.

Referee Specimens of confirmed positive cases are held for 3 months from the date of initial testing.

If the independent test conflicts with the initial pathology result, then the Company may refer the matter to Company Medical representative, or a senior practitioner in the field of Controlled Substance Testing. Where there is confirmation of a Positive Test Result, the Company will follow the procedure as per this Policy.

7.0 COUNSELLING AND REHABILITATION

An Employee may voluntarily seek assistance for Substance Abuse problems, outside of the Controlled Substance Testing process. In this instance, the Company will assist the Employee, without subjecting them to discipline, by providing appropriate opportunities for rehabilitation through an approved Company Employee Assistance Program (EAP).

This assistance is available provided the Employee requests help prior to being subject to testing or being notified to report for testing and no other circumstances warrant disciplinary action.

Any additional external referral by the EAP Provider, for example, admission to a private rehabilitation clinic, will be at the Employee's own expense.

Any Employee having completed a Company Approved Rehabilitation Program must be substance-free; have approval from Company HR senior management to return to work; and agree to and sign a Return to Work agreement. Employees who have participated in an Approved Rehabilitation Program must test negative before returning to work and will be subject to regular and random post-rehabilitation testing without prior notice for a 12-month period.

8.0 CONFIDENTIALITY

Information about Employee Controlled Substance Testing or participation in rehabilitation programs will be held confidential, and such information will not be disclosed to any other persons without the consent of the Employee, except as to actions involving the Company, contracting company (where applicable) and the Employee tested (including civil or administrative proceedings), Company's professional advisors and Employees with a need to know and as required by this Policy, court order, statute, regulation or other applicable law.

9.0 EXCEPTIONS TO THE BAN ON ALCOHOL ON COMPANY PREMISES AND WHILST ON WORK RELATED TRAVEL

Employees have a responsibility to exercise moderation and judgment and to maintain control over their actions and behaviour so as not to be a hazard or danger to themselves, other Employees, or the general public, and so as not to harm the Company's reputation. A breach of this may result in disciplinary action up to and including termination of employment.

9.1 Alcohol on Company Premises

Under certain circumstances, the storage of beverages containing Alcohol on Company Premises may be authorised by a member of the Company Leadership Team. Alcohol must not be consumed on Company premises.

9.2 Company Sponsored Events

The fact that Alcohol may be served at a Company Sponsored Event does not relieve Employees of their responsibility to exercise moderation and judgment in accordance with Clause 9.0 above. This includes Employees attending a Company Sponsored Event outside of their normal work hours (e.g. evenings or weekends) or operational Employees on their rostered days off.

9.3 Alcohol Consumption whilst on Company Travel

No Alcohol may be consumed by Employees whilst travelling by aircraft leased or chartered by the Company.

Alcohol may be consumed by an Employee on a commercial flight paid for by the Company provided the Employee is not returning to the workplace or conducting Company Work during or on the arrival of the flight, and provided further that the Employee exercises moderation and judgment and maintains control over his or her actions and behaviours in accordance with Clause 9.0. An Employee returning to a workplace or conducting Company Work during or on the arrival of the flight must comply with this Policy including Clause 4.0 above.

10.0 TRAINING AND AWARENESS

Employees are to undertake Substance Abuse awareness training as part of the induction process and subsequent refresher training at intervals determined by the Company.

11.0 FURTHER INFORMATION

It is important that each Employee understands this Policy and the Company's intent to have a safe workplace and workforce free from Alcohol and Controlled Substance Abuse. Employees are encouraged to contact their immediate Supervisor or Human Resources representative if they have any questions regarding this Policy.

12.0 DEFINITIONS

The following definitions apply to the terms used in this Policy.

Company Leadership Team means the leadership team of Company.

Abuse means the use of any Controlled Substance in a manner that may tend to incapacitate, impair or influence an individual, or the use of any Controlled Substance in a manner that deviates from the medical or legal norms or from Company rules, policies or expectations. This includes recreational use of a Controlled Substance, as well as dependence on or addiction to a Controlled Substance. It also includes the use of any prohibited, illegal, or Controlled Substance and may include misuse of substances that are permitted, legal, authorised or uncontrolled.

Alcohol means any fermented or distilled spirits containing ethyl alcohol, such as beer, wine, wine coolers, blended or distilled spirits, fermented ales, etc. Alcohol is generally included in the term "substance".

Approved Rehabilitation Program means a substance rehabilitation and maintenance program that is recognized by and meets the criteria established by the Company's medical division.

Australia Business Unit West or ABU West means Company's Australia Business Unit West, with offices in Western Australia, Northern Territory and Timor Leste.

Australian Standard or AS means the Australian/New Zealand Standard for AS/NZS 4308:2008 "Procedures for the collection, detection and quantification of drugs of abuse in urine", AS 4760 "Procedures for the collection, detection and quantification of drugs in oral fluid" and AS 3547 "Breath alcohol testing devices for personal use".

BAC means Blood and/or Breath Alcohol Content (BrAC) in this document.

Breath Alcohol Testing Device means an instrument which analyses and quantifies the chemical presence of Alcohol in a breath sample.

Certified Tester/Collector is a person who has successfully completed a course of instruction for specimen collection, handling, storage and dispatch of specimens and who has received a statement of attainment in accordance with the Australian Quality Training Framework.

Chain of Custody means a procedure to account for the integrity of each test specimen by tracking its handling and storage from point of specimen collection to final disposition of the specimen. A chain of custody form is utilized to document this process.

Collection Site means a place designated by the Company where individuals present themselves for the purpose of providing a specimen/sample for testing purposes.

Company means Santos NA Assets Pty Ltd, Santos NA Barossa Pty Ltd, Santos NA Darwin Pipeline Pty Ltd (as itself or on behalf of Darwin LNG Pty Ltd), Santos NA Timor Leste Pty Ltd and/or Santos NA (19-12) Pty Ltd, as the context requires.

Company's health professionals are Company appointed health professionals who work for the Company in the following capacities; Occupational Health Coordinator, Site Nurse, Paramedic, Offshore Medic or Company appointed Doctor.

Company Premises includes all property, offices, facilities, land, car parks, buildings, structures, fixtures, installations, areas, ships, boats, vessels, aircraft, automobiles, trucks and any other vehicles, equipment or property, controlled by the Company or any related body corporate. It also includes all modes of transportation whether owned, leased, provided by or rented by Company or any related body corporate or Employee performing Company Work or a Company assignment.

Company Sponsored Event includes any function or event that the Company has endorsed, sponsored and/or invited Employees to attend.

Company Work includes all authorised work, job assignments, or job-related activities performed for, or on behalf of, Company or any related body corporate.

Confirmation Test means, in the case of urine/oral fluid Controlled Substance Testing, an analytical testing procedure conducted at a Laboratory and uses mass spectrometry to identify the presence of a specific drug or metabolite. This test is secondary to the initial test. Breath Alcohol Content testing is confirmed by a second repeat test conducted within 20 minutes of the initial test.

Controlled Substance(s) means:

- a) all substances, the possession of which is illegal or unlawful pursuant to the laws of any Federal, State or local jurisdiction, including but not limited to those listed in Schedule 1;
- b) Prescription Medication and over-the-counter drugs used in a manner inconsistent with the prescription or recommended usage;
- c) Alcohol or drugs as specified in the Australian Standard;
- d) any substance which has a pharmacological effect and which is not classified by the Therapeutic Goods Administration as a registered (i.e., it has an 'AUST R' number) or listed (i.e., it has an 'AUST L' number) medicine; and
- e) any other substance in any form, which either temporarily or permanently, alters mood, perception, coordination, response, performance or judgment or otherwise deprives a person of their normal mental or physical functions, including but not limited to cannabinomimetic drugs (aka synthetic cannabis) and substituted or synthetic cathinone products (aka "bath salts").

Controlled Substance Test or Testing means a test or testing for Controlled Substances.

Cut off Levels – as Indicated in Schedule 1 of this document and per AS. Any measurement detected at or

above these levels indicates a positive or Non-negative Result.

Employee means a person on the payroll of the Company, including regular, temporary, intermittent, hourly, salaried, supervisory, management and executive classifications, subject to the scope of this Policy. References to Employees in this Policy shall, where applicable include any other persons, including joint venture partners, contractors, subcontractors and visitors performing Company Work, on Company assignment or on Company Premises.

Employee Assistance Program or EAP means a Company sponsored program providing assistance to Employees to address any behaviour, stress, or mental health related problems or illnesses, which are or have the potential to affect workplace productivity or individual Employee health.

EAP Provider means the provider of the Company's Employee Assistance Program.

Fitness for Work as described in the ABU West Fitness for Work Policy, is the overarching philosophy which encompasses a range of initiatives designed to enhance safety in the workplace. Employees and contractors are required to present themselves for work in a fit and healthy state; this ensures they are capable of performing their duties and assigned tasks in accordance with their job description, contract of employment or instructions received from their supervisor.

Human Resources means the Human Resources (HR) or Business Services department of the Company and Employees working in Human Resources.

Initial Test means, in the case of drug testing, a preliminary immunoassay test to eliminate negative urine/oral fluid specimens from further consideration. In the case of testing for other substances, Initial Test means a reliable preliminary test to determine the absence or presence of one or more of those substances in the system of a person.

Laboratory means a testing facility accredited for AS at which the analytical procedures are carried out to screen for and/or confirm the presence of a specific drug or metabolite.

Negative Test Result means the result of a Controlled Substance Test that indicate the absence of a drug or other substance (as the case may be) in the system of a person.

Non-Company Premises means a workplace in which Company Work is performed by Employees which is not Company Premises (e.g. Warehouse).

Non-Company Substance Abuse Policy means the policy or regime in place at the Non-Company Premises with respect to Controlled Substance abuse.

Non-negative Result means any test result that indicates exposure to a substance but is not considered an official positive confirmation.

Paraphernalia means equipment, apparatus or other devices used in conjunction or associated with Controlled Substances.

Policy means this ABU West Substance Abuse Policy Document No. HR-WL-007, as amended from time to time.

Positive Test Result means individual drugs and/or metabolites confirmed as detected. A positive result would be measured at or over the Cut off Levels in Schedule 1 or the detection of any other substance which is a Controlled Substance.

Prescription Medication means a licensed medicine that requires a medical prescription before it can be obtained. The term is used to distinguish it from over-the-counter drugs which can be obtained without a prescription.

Presence (Or Present) in the System of a Person: means a Positive Test Result for Controlled Substances(s) in the system of a person.

Random Testing means testing based on a mechanism for selecting Employees for drug or Alcohol testing

that:

- a) results in an equal probability that any Employee from the group of Employees subject to the selection mechanism will be selected, and
- b) does not give the Company discretion to waive the testing of any Employee selected under the mechanism.

Reasonable Suspicion means the Company believes or suspects that an Employee:

- a) has a Controlled Substance present in the system;
- b) is under the influence of a Controlled Substance;
- c) appears affected, impaired or influenced by a Controlled Substance; or
- d) is using or has used drugs or Alcohol in violation of this Policy because of information received or discovered by the Company.

Referee Specimen means a secondary specimen, taken at the time of testing, which has undertaken the same chain of custody requirements as the initial specimen, which is kept frozen and unadulterated at the laboratory for 3 months after the Initial Test, in the event that the Employee may request independent analysis.

Synthetic drugs are products containing chemical substances artificially developed to mimic the effects of illegal **drugs** such as cannabis, cocaine and methamphetamine.

The following terms may be used interchangeably in this Policy or in any communications relating to this Policy:

- a) substance;
- b) substances;
- c) substances of abuse;
- d) alcohol;
- e) drug(s);
- f) chemical(s); and
- g) other substance(s).

Supervisor means an Employee of the Company with one or more direct reports.

Schedule 1

AS4308 Table 1 - Immunoassay Urine Screening Test Cut off Levels

Class of drug	Cut-off level µg/L
Opiates	300
Amphetamine type substances	300
Cannabis metabolites	50
Cocaine metabolites	300
Benzodiazepines	200
NOTE: Where immunoassay is used as an Initial Test, then cross-reacting compounds should be included in the cut-off.	

AS4308 Table 2 - Confirmatory Urine Test Cut-off Levels

Compound	Cut-off level† µg/L
Morphine	300
Codeine	300
6-Acetylmorphine	10

Amphetamine	150
Methylamphetamine	150
Methylenedioxymethylamphetamine	150
Methylenedioxyamphetamine Benzylpiperazine	150
Phentermine	500
Ephedrine	500
Pseudoephedrine	500
	500
11-nor- Δ^9 -tetrahydrocannabinol-9- carboxylic acid	15
Benzoyllecgonine	150
Ecgonine methyl ester	150
Oxazepam	200
Temazepam	200
Diazepam	200
Nordiazepam	200
alpha-hydroxy-alprazolam	100
7-amino-clonazepam	100

7-amino-flunitrazepam	100
7-amino-nitrazepam	100

AS4760 Table 1 - Immunoassay Oral Fluid Initial Test Cut off Levels

**LABORATORY IMMUNOASSAY INITIAL TEST
TARGET CONCENTRATIONS**

Class of drug	Target concentration ng/mL
Opiates	50
Amphetamine-type stimulants	50
Δ9-tetrahydrocannabinol (THC)	25
Cocaine and metabolites	50

NOTE: These targets represent the undiluted oral fluid concentration.

AS4760 Table 2 – Non-Immunoassay Oral Fluid Initial Test Cut off Levels

**NON-IMMUNOASSAY INITIAL TEST AND
CONFIRMATORY TARGET CONCENTRATIONS**

Compound	Target concentration ng/mL
Morphine	25
Codeine	25
6-Acetyl morphine	10
Amphetamine	25
Methylamphetamine	25
Methylenedioxyamphetamine	25
Methylenedioxyamphetamine	25
Δ9-tetrahydrocannabinol	10
Cocaine	25
Benzoyllecgonine	25
Ecgonine methyl ester	25

NOTES:

- 1 These targets represent the undiluted oral fluid concentration.
- 2 For analytes not included in this Table, the laboratory should select a target concentration as appropriate for oral fluid.

Testing may be conducted for Controlled Substances which are not listed in Schedule 1.

Benzodiazepines will be included in the Company oral fluid testing regime.

In such cases, the Company can, in its absolute discretion, obtain advice from one of the Company's health professionals, a certified or licensed laboratory, or another expert as to the testing procedures and Cut-off Levels applicable such a Controlled Substance, and whether such a Controlled Substance has been detected.