



## DRUGS AND ALCOHOL POLICY

### Policy for Drivers

Drivers are expected to maintain the highest professional standards when conducting MooV assigned tasks. The consumption of, or being under the influence of, alcohol during working hours, or the distribution, possession or use of illegal drugs is detrimental to this goal.

Alcohol and substance abuse is a danger to the users, fellow MooV drivers and the general public. Such abuse impairs the health and judgment of the user and is a threat to the safety of others.

The Company is committed to invoking an alcohol and drug free environment for the safe transportation of passengers whilst in your vehicles.

Accordingly, all MooV drivers acknowledge that no alcohol is to be consumed or illegal drugs used by MooV drivers during their time online using the MooV application.

Drivers must not knowingly log onto the application seeking job assignment, operate their vehicle nor transport passengers under the influence of drugs or alcohol.

### Guidelines

#### *Alcohol*

Zero tolerance policy. Your Omnibus license requirements clearly state this.

Driving whilst completing assigned jobs under the influence of alcohol is prohibited and will result in deactivation. Consumption of alcohol whilst online to the MooV application is also prohibited. While it is a personal decision to lawfully use alcohol it is essential that such use does not interfere with the official and safe performance of the individual's duties, nor reduce his or her dependability, nor reflect on the Driver or the Company.

#### *Drugs*

Zero tolerance policy. Your Omnibus license requirements clearly state this.

The manufacture, distribution, possession, disposition, sale, purchase of or use of illegal drugs by MooV drivers during online time is strictly prohibited.

A driver may not accept assigned jobs, or perform work, while under the influence of any illegal drug, or if their judgment, coordination, or performance could reasonably become impaired during work due to the use of an illegal drug or substance.

#### *Testing*

The WA Police force can randomly test any driver for drugs and alcohol, especially in the case of a traffic accident. We support this enforcement of the Law.

Where there is reasonable suspicion that a driver is under the influence of alcohol or is using illegal drugs during online hours the driver must cease work immediately



The presence of any detectable or observable amount of alcohol or drugs in a driver is prohibited and any infraction of these rules will result in immediate deactivation from the MooV platform.

Reasonable suspicion must be based on a reasonable and clearly definable belief that the driver is under the influence of alcohol or is using an illegal drug on the basis of specified, contemporary physical, behavioural, or performance indications of probable alcohol or drug use.

### **Driver Assistance**

MooV recognises that drug and alcohol abuse can be successfully treated and is committed to helping MooV drivers who suffer from these problems, while holding them responsible for their own recovery.

The intent of this policy is to offer a helping hand to those who need it. The Company will provide any necessary information to the driver and referral to an appropriate treatment provider in the event that treatment is required.

Any information regarding a drivers condition at the time or previous history will be treated in the strictest of confidence and in accordance with the Privacy Act 1998 (Cth).

No referrals will be made or information provided to other parties without the permission of the driver involved.

If you have any questions, please contact Keith Logan - MooV Management.

Or email: [admin@moov-me.com.au](mailto:admin@moov-me.com.au)