POL-ANZ-1.2.2-04

bp ANZ Drug and Alcohol Policy

BP Australia Pty Ltd and BP Oil New Zealand Ltd (bp) are committed to providing, so far as is reasonably practicable, a working environment that is safe and without risk to health to all its employees, contractors and others. Every person at bp must take reasonable care for his or her own safety and the safety of others. bp recognises that the use of alcohol or drugs will impair an individual's ability to perform work safely. This policy is used by bp to mitigate that risk. This policy applies to all other bp employees in Australia and New Zealand (including any related subsidiary companies), subject to enterprise agreement and/or award conditions where applicable.

bp will:

- Encourage any employee with a drug or alcohol dependency problem to seek confidential and non-judgmental support and treatment through their Line Manager, Health services or Human Resources because bp views such dependency as a medical condition.
- Assist employees with alcohol and other drug problems through appropriate counselling, treatment, rehabilitation and individual support programs where reasonable to do so.

bp employees, contractors and others:

- Must not be impaired by drugs or alcohol whilst working on bp sites or performing work for bp.
- Must not possess (whether illegally or without authorisation), consume or sell alcohol or illicit drugs whilst working at and for bp.
- May be subject to a test for alcohol or drugs under certain circumstances. For example, bp may require drug and/or alcohol testing to be completed as part of the recruitment process, or in response to an incident or as part of an on-site random testing program.

bp recognizes that there may be social work occasions which may involve the serving and consumption of alcohol. Any alcohol at work functions must follow responsible alcohol consumption practices.

Employees or contractor found to be in breach of this policy may be:

- Subject to a warning or disciplinary action up to and including termination.

This policy applies equally to employees, contractors and visitors of bp regardless of their position, level or function.

Paul Auge
Head of Country (Australia)

Haley Mahoney
Head of Country (New Zealand)