

Driver Drug and Alcohol Policy

1. Introduction

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

1.2 MooVr does not tolerate the use of alcohol or drugs by drivers using the MooVr platform. If you believe your driver may be under the influence of drugs or alcohol, please ask the driver to END THE TRIP IMMEDIATELY. Then exit the car.

1.3 After the driver has ended the trip, please report any feedback directly in the app by tapping Help from the menu and inputting your issue. You can also get in contact by visiting riders@moovr.me

2. Purpose

2.1 MooVr is committed to promote a safe environment and is focused at preventing, or minimising, any risk of injury or harm to the safety of our drivers, passengers or others, from the use of alcohol or drugs.

2.2 MooVr has an obligation to provide a safe environment for its drivers and customers, so far as is reasonably practicable.

3. Zero Tolerance Policy

Alcohol

3.1 Driving whilst completing assigned jobs from MooVr under the influence of alcohol is prohibited, and will result in immediate deactivation. Consumption of alcohol whilst online to the MooVr application is also prohibited.

3.2 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

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

3.4 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.

Smoking

3.5 Smoking is not permitted in a vehicle while driving under MooVr platform.

4. Scope

4.1 This policy applies to drivers using the MooVr Platform.

5. Guidelines and Responsibilities

5.1 All drivers must comply with this policy and recognise that performance of duties could be affected by alcohol or drugs;

5.2 A driver undertakes to immediately notify MooVr if they are aware of any breach of this policy by another driver. Subject to any disclosures required by law, any notifications received by MooVr as above will be treated confidentially. **Failure to report any breach of this policy by another driver may itself constitute a breach of this policy.**

5.3 Drivers are prohibited and must not manufacture, possess, distribute, sell, purchase, use or consume illegal drugs while using the MooVr driver platform. Such conduct constitutes serious misconduct. It may also constitute a criminal offence, in which case MooVr may notify the police, or other appropriate government authority;

5.4 Drivers are prohibited from representing MooVr while under the influence of drugs or alcohol, particularly where the driver's judgement and performance may be impaired by the drugs or alcohol;

5.5 Drivers are prohibited from driving while under the influence of alcohol and/or drugs;

5.5 Drivers must not consume alcohol and/or drugs when driving using the MooVr platform (with the exception of prescription and pharmacy drugs).

5.6 Drivers must comply with MooVr's zero tolerance policy of 0.0% alcohol concentration limits when using MooVr platform.

6. Accidents and Damages

6.1 MooVr will not accept liability for any damage to a driver's vehicle, an injury to a customer or another person, or damage to other property caused by a driver while intoxicated from alcohol or illegal drugs. The driver will be personally liable in such circumstances.

7. Prescription and pharmacy drugs

7.1 Where a driver is taking prescription or pharmacy drugs that contain a warning that the person should not drive a vehicle or operate machinery, then that driver must notify MooVr and must refrain from driving unless specific medical advice is obtained and confirmed in writing, from the driver's medical practitioner.

7.2 If a driver is taking prescription or pharmacy drugs and feels that their ability to safely drive a vehicle may be impacted, the driver must temporarily refrain from driving until such time as their medical practitioner confirms in writing that the driver is fit to resume safely driving a vehicle.

7.3 It is the responsibility of the driver to temporarily and immediately withdraw from using the MooVr driver platform if their ability to safely operate a vehicle may be impacted through the use of any prescription or pharmacy drugs

8. Penalties and Sanctions in case of Breach

8.1 In cases where a driver is suspected, on reasonable grounds, that he/she is under the influence of drugs or alcohol in breach of this policy, MooVr reserves the right to directly off-road the driver until an investigation has taken place.

8.2 Reasonable grounds may include (but are not limited to):

- customer complaint citing concerns relating to drug/alcohol
- Inability to coordinate their actions;
- has red or bloodshot eyes, or dilated pupils (unless under certified medical conditions);
- smells of alcohol;
- exceeds alcohol concentration limits in excess of 0.0%
- is not behaving in a professional and competent manner and in accordance with MooVr standards; or
- appears to be impaired or affected by drugs or alcohol under regulations provided by law

8.3 MooVr may take the following actions (but is not limited to these actions):

- investigate the matter and attempt to determine whether the driver does have such drugs or alcohol in their possession;
- request the driver to undertake testing;
- report the matter to authorities.
- Immediately suspend the driver from using MooVr platform; or
- Direct the driver to attend a medical examination to determine whether the driver is fit to perform their duties effectively and safely. Medical examination may include

(but not limited to) a drug and/or alcohol test, such as a breath test, blood test, urine test or oral swab.

8.4 In relation to prescription or pharmacy drugs, MooVr may require evidence as part of the medical examination about the effects and proper use of the drug.

8.5 If the driver refuses to attend a medical examination, they will be immediately and permanently off-roaded.

8.6 Failure to co-operate, or providing false information in an investigation, may result in action being taken against the driver, as set out below under 'breach of this policy'.

8.7 If a driver is found to have breached this policy, they may be subjected to permanent deactivation. The type and severity of the disciplinary action will depend upon the circumstances of the case and the seriousness of the breach.

9. Drug and alcohol testing

MooVr reserves the right to require drivers to undergo testing for the presence of drugs or alcohol in the following circumstances, with or without, prior notice:

9.1 Causal based

- In cases where MooVr suspects, on reasonable grounds, that a driver is under the influence of drugs or alcohol in breach of this Policy;
- upon finding evidence that a driver has used, possessed, sold, purchased, solicited or transferred drugs whilst using MooVr platform or while on MooVr property;
- upon receipt of a report of drug or alcohol use, provided by a reliable and credible source and confirmed by investigation, in breach of this policy;
- upon obtaining evidence that a driver has interfered with, tampered with, falsified or destroyed an alcohol screen test or drug screen test;
- where a driver notifies MooVr that he/she has a drug or alcohol problem;
- where a driver is taking prescription or pharmacy drugs which may affect their ability to perform the duties and responsibilities of their position in an efficient, competent and safe manner, without risk to the health, welfare or safety of the driver, or customers.

9.2 Targeted testing

- MooVr reserves the right to implement targeting testing of drivers at any time.

9.3 Post incident or near-miss

- Where the investigation of an incident or near-miss determines that the driver's actions may have been impaired due to the use of drugs or alcohol, or the driver was under the influence of drugs or alcohol.

9.4 Random testing

- When a driver, or group of drivers are randomly selected by MooVr or an authorised officer to undergo a drug screen test and/or alcohol screen test.
- A driver who is required to undertake a drug screen test and/or alcohol screen test will be requested to sign a consent form before taking a drug screen test and/or alcohol screen test.
- All information obtained through the above testing is covered by Australian privacy laws and MooVr's privacy policy.
- A refusal to undergo a drug screen test and/or alcohol screen test or providing false information, constitutes a breach of this Policy and may result in action being taken against the driver, including action as set out below under 'breach of this policy'.

10. Driver Assistance

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

10.2 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.

10.3 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.

In circumstances where a driver's behaviour or conduct may involve a breach of any Australian law, MooVr may notify the police or other relevant government authority.