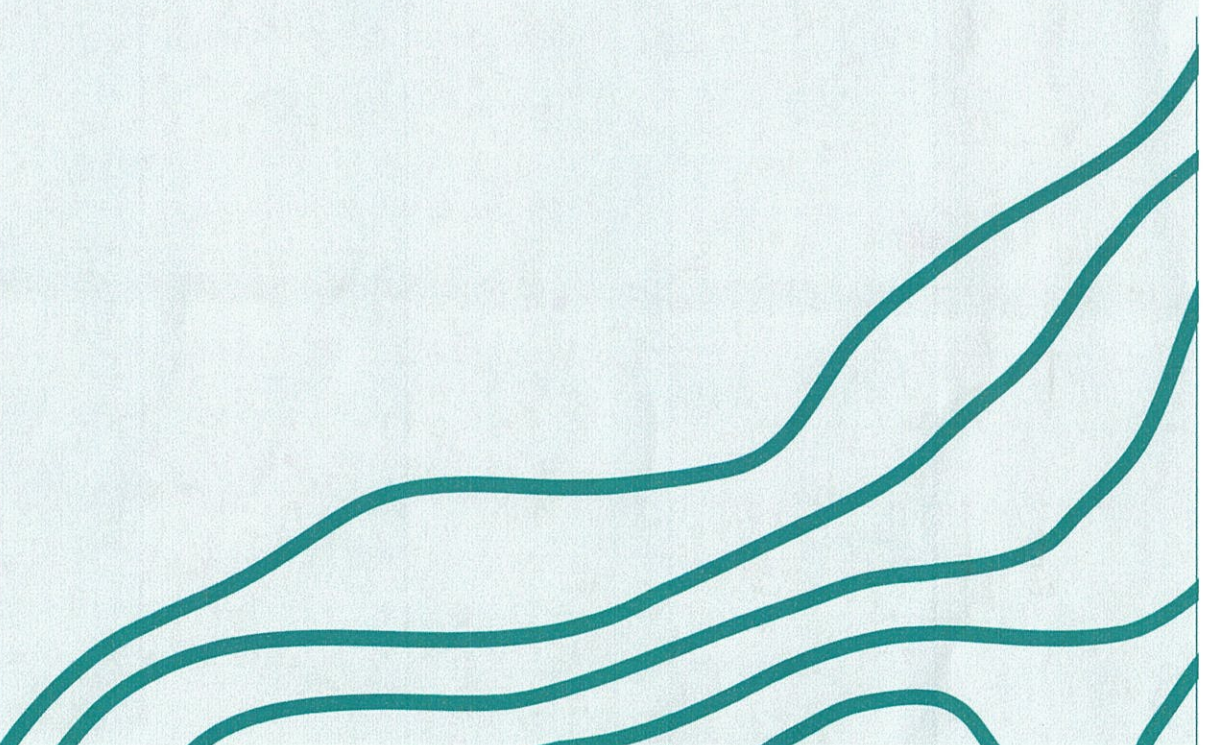


**RioTinto**

# Medicinal Cannabis

Guidance Note

November 2023





# Key Messages

1

We are seeing an increase in the use of medicinal Cannabis across the workforce, with all cases being managed in accordance with our current FFW Policy.

2

The main active components of medicinal cannabis are delta 9-tetrahydrocannabinol (THC) and cannabidiol (CBD). THC is the psychoactive ingredient and can cause cognitive and psychomotor impairments including attention and concentration deficits, mild cognitive impairment, dizziness, slower reaction times and anxiety. CBD-only preparations may also produce side effects including sedation and drowsiness.

3

Unlike other prescribed medications, reliable methods to determine a safe dosage for medicinal cannabis in a high-risk workplace is currently not available. AoD testing cannot discriminate between prescription and illicit use.

# Outcomes

1

Rio Tinto has decided on a standardised approach for the use of medicinal cannabis in our workplaces. This is outlined in a Guidance Note, that is aligned with Rio Tinto's Alcohol and Other Drugs Policies and has Employee Relations and Chief Medical Officer approval.

2

All workers declaring the use of medicinal cannabis will be required to participate in a fitness for work process. Workers, will not be permitted to use medicinal cannabis containing THC whilst working for Rio Tinto. Given there are also risks associated with CBD-only preparations, workers in safety critical roles will require a fitness for work assessment before CBD only preparations can be used.

3

Workers must disclose their use of prescription medicinal cannabis on a Medication Notification Form. If workplace screening and confirmatory testing for drugs indicates the presence of THC, the worker may be subjected to disciplinary consequences which can include termination of employment

4

Rio Tinto will ensure that it stays up to date with both the legal and medical environment in relation to the workplace risk while taking medicinal cannabis and review recommendations in the Guidance Note as required.

# Why Medicinal Cannabis a risk in the workplace

## Fitness for Work Implications

- Due to psychoactive ingredients, medicinal cannabis products have the potential to cause impairment.
  - Impairment caused by THC (delta 9-tetrahydrocannabinol) includes alteration in senses, impaired memory and body movement, difficulty with cognition, slower reflexes and hallucinations.
  - There are also side effects from CBD (cannabidiol) including drowsiness and fatigue which can also have fitness for work implications
- Unlike other prescribed and over the counter drugs that can cause impairment, there is no reliable evidence which establishes the length of time the impairing effects of medicinal cannabis may last.
- There are over 100 medicinal cannabis products available, only 1 is registered with the ARTGA ( Australian Register of Therapeutic Goods). The remainder have not been formally assessed for safety, quality and effectiveness. As medicinal cannabis is not regulated in the same way as other prescribed drugs, a formula marketed as "THC-free" may not, in fact, be THC free.
- Many of the conditions for which medicinal cannabis is appropriately prescribed would likely impact a person's ability to meet Rio Tinto's Medical Guidelines. There is limited evidence for chronic pain, chemotherapy-induced nausea & vomiting, spasticity in multiple sclerosis and rare forms of childhood epilepsy with intractable seizures. There is emerging evidence of CBD efficacy in treating anxiety, psychosis, neuropathic pain, neurological and sleep disorders
- AOD testing cannot discriminate between prescription and illicit use. Medicinal cannabis has the potential for dependency, progression to illicit cannabis use and the masking of illicit cannabis use.
- Under section 64AC of the Road Traffic Act 1974 (RTA) '*it is an offence to drive a motor vehicle while a 'prescribed illicit drug' is present in the driver's oral fluid or blood*'. THC is a 'prescribed illicit drug'. If THC is detected in oral fluid by mobile drug testing, patients can be prosecuted.
- The TGA 'Medicinal cannabis products - *Patient Information*' sheet states that '*there is a strict ban on driving and operating machinery*' while under the influence of THC.



# Medicinal Cannabis Guidance Note: Evolution



Note:

- While the DMIRS has announced that *Alcohol and Other Drugs in the Workplace Guidance Note* will be updated, there is no timeframe for when the review of the guidance note will be completed or any indication as to what advice it will have about medicinal cannabis
- Rio Tinto's Chief Medical Officer will meet with the CME Legislative Advisor Committee to provide our support to promote an industry wide approach and further industry specific research.

**Rio Tinto**

## Rio Tinto's Business Position on Medicinal Cannabis

- Workers can't use cannabis with THC while working for Rio Tinto
- All workers declaring Medicinal Cannabis must cease work and participate in a Fitness for Work process with the IMA
  - Risk of 'pure CBD preparations' being contaminated with THC – only 1 product TGA approved
  - If prescribed appropriately there is potentially fitness for work concerns that don't meet our medical standards
- Those in safety critical roles wanting to continue to take 'pure CBD' preparations will require a fitness for work assessment with an Occupational Physician

## Next Steps

- Guidance Note has been adopted by HR, ER and IMA's
- Medication notification form has been updated on IMS and now includes information / expectations specifically around Medicinal Cannabis
- Communications team engaged; Blue Banner drafted to provide update to the broader workforce

# Pre-amble for Medication Notification Form

RioTinto

Iron Ore - Medication Notification Form

On entering Iron Ore (WA) operations you have an obligation to tell your leader or escort if you are taking any medication that might affect how you work (your fitness for work). This includes prescription drugs and over-the-counter medications. Only medicines prescribed specifically for you should be used.

Discuss your medication and how it might impact your job with your doctor. Let your leader know about all medications except for:

- Panadol (Paracetamol)
- Nurofen (Ibuprofen)
- Contraceptive Pill/ HRT
- Anti-viral or antibiotics

To declare your medications, follow these steps:

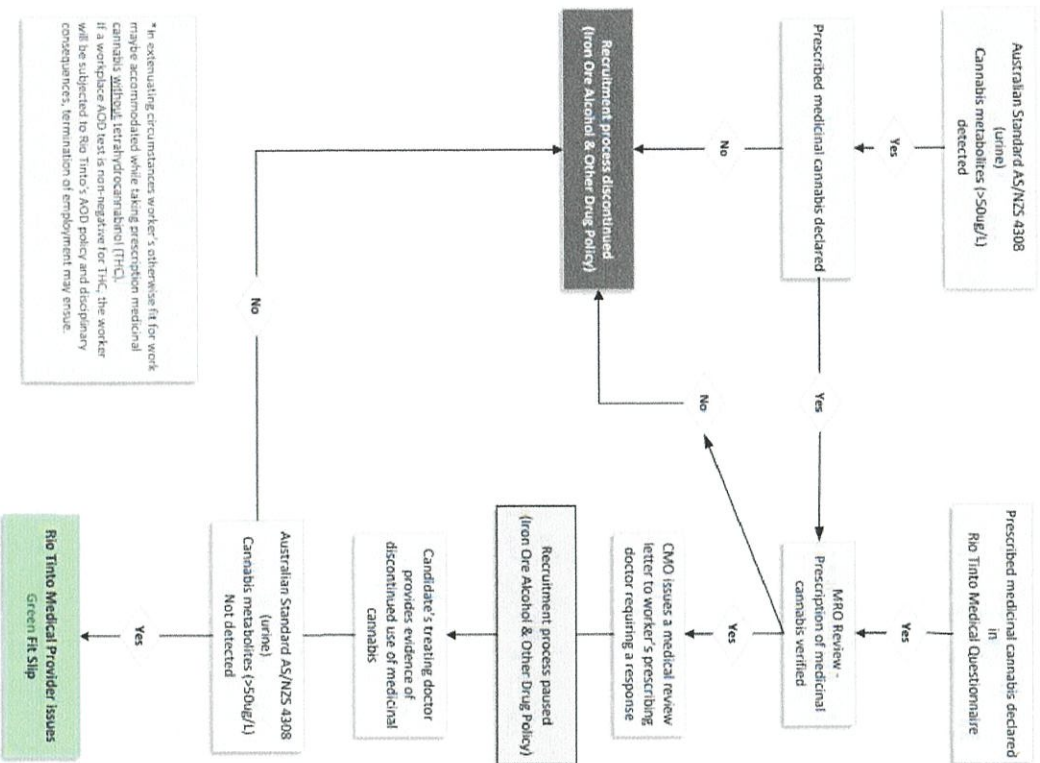
- Get your doctor sign the table below or provide a letter confirming your fitness for work (for prescription medication only)
- Complete this form and give it to your leader as soon as you can.
- Review and update your declarations every 12 months or sooner if your doctor prescribes new medication or changes the dosage/ frequency.

Please note regarding medicinal cannabis:

- Workers are not permitted to use medication with THC (tetrahydrocannabinol) while working for Rio Tinto.
- If using pure CBD (cannabidiol) medications it must be declared, stop work immediately and contact Injury Management as soon as possible for guidance.



## Pre-Employment Medical



## Existing Workforce

