



## Australia Business Unit

Global Substance Abuse Policy  
Changes effective 1 October 2010

**September 2010**

# Background

**S**afety

**P**eople

**I**ntegrity

**R**esponsibility

**I**nnovation

**T**eamwork

- Effective 1 October 2010, the ABU will be aligning with the Global Substance Abuse Policy
- ABU has had a Substance Abuse Policy since the beginning of Operations in Australia, including random testing across all work locations
- This change ensures Globally that we create and maintain a safe work environment that is free from substance abuse and in line with our core SPIRIT values
- Key change will be no tolerance to violations of the Policy

# Existing ABU Substance Abuse Policy

## Substance Abuse Testing

- The ABU has had a robust Substance Abuse Policy in place since 2003
- The company conducts drug and alcohol testing for all employees & contractors at all ABU locations:
  - pre-employment (drug)
  - random (drug and alcohol)
  - reasonable suspicion/cause (drug and alcohol)
  - post-accident (drug and alcohol)

# Existing ABU Substance Abuse Policy

## Critical Elements of the Current Policy

ConocoPhillips strictly prohibits employees, contractors or any other person while on the job on Company Premises or on company assignment :

- to be above the cut-off levels of any controlled substance
- to be involved in the consumption, use, manufacture, dispensation, possession, distribution, promotion, provision, purchase, sale, transportation, concealment, transfer or storage of controlled substances and/or controlled substance-related paraphernalia

# Existing ABU Substance Abuse Policy

## Critical Elements of the Current Policy

### Current cut off levels

- Alcohol cut off level is BAC >0.05%
- If an employee receives an alcohol test result of BAC 0.02% – 0.05%
  - (a) The employee's Supervisor will be notified;
  - (b) The employee will be removed from performing safety-sensitive work
  - (c) May result in discipline action
- Drug cut off levels are in accordance with Australian Standards

# ABU Current Drug Cut-off Levels

<b>Drug Class</b>	<b>Drug</b>	<b>Cut Off Level (ug/L)</b>
Cannabis metabolites	11-nor-delta-9-tetrahydrocannabinol-0-carboxylic acid	15
Benzodiazepines	Oxazepam	200
	Temazepam	200
	Diazepam	200
	Nordiazepam	200
	7-amino-clonazepam	100
	7-amino-flunitrazepam	100
	7-amino-nitrazepam	100
Opiates	Morphine	300
	Codeine	300
	6-monoacetylmorphine	10
Sympathomimetic amines	Amphetamine	150
	Methamphetamine	150
	MDMA (Ecstasy)	150
	Phentermine	500
	Ephedrine	500
	Pseudoephedrine	500
Cocaine metabolites	Benzoylecgonine	150
	Ecgonine methyl ester	150
Methodone		
Barbiturates		

# Existing ABU Substance Abuse Policy

## Prescription and Over the Counter medication

It is not a violation of this Policy if an individual uses a medication prescribed to them:

- by a licensed medical practitioner for current use in accordance with the instructions; *or*
- if an individual uses an over-the-counter medication

It is a violation of the Policy to take prescription medication outside the prescribed time or if it is prescribed for someone else or not in accordance with instructions

## What you need to do if you are taking prescription or over the counter medication

- It is your responsibility to be fit for work and comply with this Policy
- Discuss the medication with your doctor/chemist and ensure you understand the potential risks
  - you should know what they are;
  - what they contain; and
  - how they affect a drug test
  - Ensure you keep documentation or packaging for your prescription

# Existing ABU Substance Abuse Policy

- At testing declare *all* medications taken as per the instructions on the chain of custody form
  - Examples of Common Over the Counter Medications causing Positive results
    - Opiates**
      - Nurofen Plus, Panadeine, Mersyndol, Cold and Flu Tablets
    - Examples of Common Prescription Medication (on doctor's advice) causing Positive results
      - Opiates**
        - Panadeine Forte
      - Benzodiazepines**
        - Valium or Temazepam (Sleeping Tablets)
      - Amphetamines**
        - Dexamphetamine (for ADHD)
  - You will be required to produce a valid relevant prescription following a confirmed positive test

# Appeal Process for Unauthorised use of Prescription Medication FOR CONOCOPHILLIPS EMPLOYEES ONLY – FOR INFORMATION

The company has a process to allow for reviews of confirmed positive tests resulting from the unauthorised use of a prescription or over-the-counter medication

If such a situation occurs, the employee, after termination from the company, may appeal the positive test result

- The written appeal must be made within 5 working days to Human Resources Lead or delegate
- Each case is reviewed by the Human Resources Lead and ABU President
- If the appeal is successful, the terminated employee will be reinstated to his / her position with restoration of back pay and benefits, where applicable

**There will be no appeal of a termination for alcohol or an illegal substance; e.g., heroin, marijuana, cocaine**

# Existing ABU Substance Abuse Policy

## Contractors

- Any contractor, visitor, consultant or vendor 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
- The Company has no direct accountability in the personnel actions or discipline of contractor employees or any outside vendors, however these persons can affect Company safe operations

# Substance Abuse Testing

## About the Test Results:

- If a negative result is returned *no further action is taken*
- If the initial drug test is positive
  - If it lines up with the declaration of prescribed or over-the-counter medication on the chain of custody form the result will be discussed with the contractor and a decision made with regards to returning to work & waiting for the confirmation test
  - If the confirmation test lines up with the prescribed or over the counter medication *no further action is taken provided evidence of valid relevant prescription*
  - If the initial test is positive to an illicit drug the contractor will be asked to leave the ConocoPhillips premises
  - If the confirmation urine drug screen results are positive, the contractor will not be allowed to return to the ConocoPhillips premises.
- If a positive alcohol test, the contractor will be asked to leave the premises and not able to return to ConocoPhillips premises



# ABU Substance Abuse Policy

## **1.0 PURPOSE**

At ConocoPhillips, our objective is to create and maintain an operating environment free of substance abuse. We believe that substance abuse increases the potential for accidents, absenteeism, substandard performance, poor employee morale and health, as well as damage to the Company's reputation and surrounding communities. ConocoPhillips will act to eliminate adverse safety outcomes as a result of substance abuse in the workplace. Accordingly, the ABU (Company) has adopted the Global Substance Abuse Policy covering all employees and, as relevant, all job applicants (see copy of Global Policy at Attachment A).

As a condition of continued employment with the Company, employees must comply with the ABU and Global Policies.

## **2.0 SCOPE**

This Policy applies to anyone performing Company work, on Company assignment or on Company premises such as joint venture partners, contractors, subcontractors and visitors and includes employees seconded to other organizations.

## **3.0 DRUG AND ALCOHOL FREE WORKPLACE**

Employees and any other person performing Company work, on Company assignment or on Company premises are prohibited from engaging in any activity that would contradict this Policy, its spirit and principles. Where applicable, references to employees in this Policy shall be deemed to include any other persons performing Company work, on Company assignment or on Company premises.

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 (prescribed in this Policy) present in their systems above the cut off levels.

Employees must cooperate with the 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, dispensation, 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 tests on employees, certain contractors, consultants and vendors may also conduct controlled substance searches and/or testing of their employees, according to Company guidelines for controlled substance testing in effect at the time (these guidelines may be modified from time to time at the Company's discretion).



# ABU Substance Abuse Policy

While the Company has no direct interest in the personnel actions or discipline of contractor employees or any outside vendors, these persons can affect safe Company operations. Any contractor, employee, consultant or vendor 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.

## **4.0 SUBSTANCE TESTING**

### **4.1 Periodic Testing and Random Testing**

Anyone performing Company work, on Company assignment or on Company premises will be subject to both periodic and random controlled substance testing. Random testing will be determined by a random selection process, administered by the Human Resources Department.

All employees will be tested under the Periodic testing program once every 3 years.

All employees will be subject to random testing at any time.

### **4.2 For Cause/Reasonable Suspicion and Post Accident Testing**

Anyone performing Company work, on Company assignment or on Company premises may be required to undergo controlled substance testing 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 or incident where a manager has reasonable grounds to believe that an individual may not be fit for work;
- where an individual's erratic, unusual or dangerous behavior raises concern that the individual may not be fit for work; 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 controlled substances and/or controlled substance-related paraphernalia while performing Company work, on Company assignment or on Company premises and the Company has reasonable suspicions of those who may have been involved.

For Cause, post-accident testing may be performed even though the use or abuse of controlled substances is not apparent.

## **5.0 PRESCRIPTION AND OVER-THE-COUNTER DRUGS**

The use of prescription 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:



## ABU Substance Abuse Policy

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

Many medications available by prescription or purchased over-the-counter have side effects that may alter an employee's ability to do his or her job safely. 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 job safely. Accordingly, employees must discuss their job responsibilities with their physician or pharmacist to determine what the medication contains and how it could affect the Company's controlled substance tests as well as whether use of any prescription and/or over-the-counter medication could adversely affect their ability to perform their job safely.

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 (Occupational Health Coordinator, Offshore Medic or Company appointed Doctor) or their supervisor of this before commencing work. If the Company's Health Professional is advised and there is a need to restrict work duties or patterns of work, the employee must immediately advise their direct supervisor and seek support through the Human Resources Department to ensure that the restricted work duties or patterns are properly documented and implemented.

An employee must declare any prescription or over-the-counter medication the employee is taking, at the time of testing on the chain of custody form. If an initial positive test result is received, the employee will be required to produce the valid relevant prescription whilst the result is being confirmed.

It is not a violation of this Policy if an individual uses a medication prescribed to them by a licensed medical practitioner for current use (i.e. within the prescribed period of use) and in accordance with instructions. If an employee takes over-the-counter medication he or she must do so in accordance with the instructions of the pharmacist and those provided with the medication.

### **6.0 TESTING FOR DRUGS AND ALCOHOL**

It is a condition of employment for all employees 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 for by breathalyzer with a cut off level of BAC 0.05% in accordance with 7.1 below.



# ABU Substance Abuse Policy

## 7.0 TESTING PROCEDURES

### 7.1 Alcohol Testing

Any employee who reports for duty and is tested for alcohol and has a confirmed BAC reading greater than BAC 0.05% is in breach of this Policy. This breach of Policy will result in the termination of employment. If the confirmed BAC reading is between BAC 0.02% and 0.05% inclusive, 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.

### 7.2 Controlled Substance Testing

The Company will use certified and/or licensed laboratories to perform controlled substance testing on urine specimens. Chain of custody of all urine specimens will be maintained in accordance with the Australian Standard. An employee will have the opportunity at the time the sample is collected, to document any information which the employee considers relevant to the test.

If an employee fails to provide an acceptable urine specimen the Company may take any or all of the following steps:

- Extend the stay of the employee at the designated collection site until an acceptable specimen can be collected.
- Reschedule the test due to unusual circumstances, such as post-operative situations.
- Terminate the employee's employment for refusing to provide an acceptable specimen in a reasonable period. Failure to report to the designated collection site at the specified time will constitute a refusal to test.
- Terminate the employee's employment where an employee attempts to substitute, destroy or tamper with a test approved by the Company's designated medical provider.

For all controlled substance tests other than for alcohol an initial immunoassay urine specimen test will be performed. All positive initial test results will be confirmed by standard laboratory procedures, generally gas chromatography/mass spectrometry or other procedure approved by the Company's designated medical provider using a portion of the same urine specimen or other specimen authorised by the Company's designated medical provider (the "confirmation test").

In the case of a urine specimen collected for testing, it will be split, provided that the employee produces a sufficient volume of specimen.

In the case of testing for controlled substances by means of specimens other than urine (such as breath samples), such testing will comply with any applicable laws and regulations.



# ABU Substance Abuse Policy

The Company will terminate an employee's employment if the employee returns a confirmed positive test result for a controlled substance.

## **7.3 Process for Positive Initial Urine Tests**

Upon the recording of a positive initial immunoassay urine test employees may remain in the workplace at the Company's discretion depending on the test result and alignment to the declared medication. The Company may however remove the employee from the workplace and place the employee on leave without pay pending the results of the confirmatory test. If the confirmation test result is negative, the employee will be returned to work duties, and wages and entitlements reimbursed if applicable.

A negative test result shall not preclude the Company from taking appropriate corrective or disciplinary action after an evaluation of all the relevant facts and circumstances.

Where an employee refuses to submit to a controlled substance test or tampers with the sample, his or her employment will be terminated.

## **8.0 Independent testing of urine samples**

If an employee disputes the results of the initial urine specimen test the employee can request a split sample, provided that the employee produced a sufficient volume of specimen. The Company will have the split sample independently tested at the employee's own cost. If the independent test indicates that the employee may not have failed the first test, then the Company may refer the matter to a senior practitioner in the field of controlled substance testing. If the senior practitioner confirms there was a positive test result, the Company will terminate the employee's employment.

## **9.0 PRESCRIPTION DRUGS - APPEAL PROCEDURE**

If an employee wishes to dispute the termination of employment resulting from a positive test following the use of prescription 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 drug and any other relevant documents or information. This review will be undertaken by the ABU HR Lead and the ABU President.

There is no appeal review with respect to a termination of employment for positive tests for alcohol or other controlled substances.

## **10.0 COUNSELLING AND REHABILITATION**

Prior to being identified to participate in a controlled substance test an employee may voluntarily seek assistance for substance abuse problems. In this instance, the Company will assist the employee, without subjecting them to discipline, by providing appropriate opportunities for rehabilitation through an approved ConocoPhillips Employee Assistance Program. 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 employee having completed a Company approved rehabilitation program must be substance-free; have approval from the ABU HR Lead to return to work; and



# ABU Substance Abuse Policy

agree to and sign a Return to Work agreement.

Employees who participate in an approved rehabilitation program must test negative before returning to work and will be subject to post-rehabilitation testing without prior notice for a 12 month period.

## **11.0 CONFIDENTIALITY**

Information about employees' alcohol and controlled substance testing or about 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 and the individual tested (including civil or administrative proceedings), Company's professional advisors and employees with a need to know and as required by court order, statute or regulation.

## **12.0 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 behavior 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.

### **12.1 Alcohol on Company Premises**

Under certain circumstances, the storage of alcoholic beverages on Company premises may be authorised by a member of the ABU Leadership Team.

### **12.2 Company Sponsored Events**

The fact that alcohol may be served at a Company-approved function does not relieve employees of their responsibility to exercise moderation and judgment aligned with 12.0 (above).

### **12.3 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 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 behaviors as per 12.0. An employee returning to a workplace or conducting company work on the arrival of the flight must comply with this Policy.

## **13.0 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. An employee is encouraged to contact their immediate supervisor, manager or Human Resources representative if the employee has any questions regarding this Policy.



# ABU Substance Abuse Policy

## 14.0 DEFINITIONS, TERMS AND ABBREVIATIONS

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

**Abuse:** 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 or addiction to a controlled substance. It also includes the use of any prohibited, illegal, or unauthorised substance and may include misuse of substances that are permitted, legal, authorised or uncontrolled.

**Adulteration:** The use of any chemical or any other product or substance which renders a specimen not fit for testing or interferes in any way with the testing process.

**Alcohol:** 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:** A substance rehabilitation and maintenance program that is recognized by and meets the criteria established by the Company's medical division.

**Australian Standard:** The Australian/New Zealand Standard for "Procedures for the collection, detection and quantitation of drugs of abuse in urine" AS/NZS 4308:2008 (as amended from time to time).

**BAC:** Blood Alcohol Content.

**Breathalyser:** An instrument which analyses and quantifies the chemical presence of alcohol in a breath sample.

**Chain of Custody:** 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.

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

**Collection Site Personnel:** Trained persons who instruct and guide individuals at a collection site and who receive and make an initial examination of the specimen provided by those individuals.

**Company:** Refers to the companies comprising the ConocoPhillips Australia Business Unit. (ABU)

**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, whether owned, leased, used or controlled by the Company. It also includes all modes of transportation whether owned, leased, provided by or



## ABU Substance Abuse Policy

rented by any Company entity or employee performing Company work or Company assignment.

**Company Representative:** A person designated by the Company to collect prescribed medication, over-the-counter drugs and medical advice at any designated collection site.

**Company Work:** Includes all authorised work, job assignments, or job-related activities performed for, or on behalf of, any Company entity.

**Confirmation Test:** In the case of drug testing, an analytical testing procedure to identify the presence of a specific drug or metabolite which is independent of the initial test and which uses a different technique and chemical principle from that of the initial test. In the case of testing for substances other than drugs, an acceptable test which confirms the presence of a substance by using the same or different testing technique, such as a breathalyser.

**Controlled Substances:** Means all substances listed in Schedule 1 and Includes prescription and over-the-counter drugs used in a manner inconsistent with the prescription or recommended usage, alcohol or drugs as specified in the Australian Standard.

**Controlled Substance Testing:** Includes testing for controlled substances.

**Employee Assistance Program:** Company sponsored program to provide assistance to employees for addressing any behavior, stress, or mental health related problems or illnesses, which are or have the potential to effect workplace productivity or individual employee health.

**Initial Test:** In the case of drug testing, a preliminary test to eliminate negative urine specimens from further consideration. Also, a reliable test in the case of testing for other substances such as a breathalyser.

**Paraphernalia:** Equipment, apparatus or other devices used in conjunction or associated with controlled substances.

**Periodic Testing:** Testing which ensures that each member of the subject group will be tested at some point during a given period including controlled substance testing of employees by work group or organization at unannounced intervals during a specified period.

**Presence (Or Present) in the System of a Person:** A positive test result for controlled substances(s) in the system of a person.

**Random Testing:** 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:** When the company believes or suspects that an employee;



## **ABU Substance Abuse Policy**

- (a) has a substance present in the system;
- (b) is under the influence of a substance;
- (c) appears affected, impaired or influenced by a 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. This term is further defined in the text of the policy in the section titled For Cause/Reasonable Suspicion Testing.

**Split Sample/Specimen:** A portion of a urine specimen which is set aside and maintained under a separate chain of custody for confirmation testing purposes if requested by the employee.

**Substances, Substances of Abuse:** Alcohol, drug(s), chemical(s) or other substance(s). These terms may be generally used interchangeably and the term "substance" may be used to refer to alcohol, drugs, chemicals and substances in the policy or in communications relating to the policy.



# ABU Substance Abuse Policy

## Attachment A



### GLOBAL SUBSTANCE ABUSE POLICY

At ConocoPhillips, our objective is to create and maintain an operating environment free of substance abuse. We believe that substance abuse increases the potential for accidents, absenteeism, substandard performance, and poor employee morale and health, as well as damage to the company's reputation. The company has zero tolerance for violations of this Policy and the employment of even first time offenders will be terminated in accordance with relevant law.

To enforce this Policy, ConocoPhillips will:

- Implement a substance abuse testing program that subjects all employees to random drug and alcohol screening as well as additional periodic screening so that every employee is tested no less than once every three years.
- Require pre-employment drug testing of job applicants, and drug and alcohol testing of employees for reasonable suspicion/cause, post-accident situations, rehabilitation follow-up, and to verify return-to-duty eligibility post-rehabilitation.
- Ensure that all employees are aware that this Policy covers improper use of prescription medications, as well as abuse of alcohol, illegal drugs and other substances that may alter an individual's mood, perception, coordination, response, performance or judgment.
- Provide relevant training to raise employee awareness of substance abuse issues and the consequences for violation of this Policy.
- Provide employees who voluntarily disclose their substance abuse problems with opportunities for rehabilitation, where adequate facilities are available and it is feasible to do so.
- Offer internal or external resources, where available, to answer employees' questions regarding the potential work-related impact of over-the-counter or prescription medications.
- Communicate our commitment to this Policy to our employees, contractors, and visitors and engage their support for creating and maintaining an environment that is free of substance abuse.

In those circumstances where government regulations and laws impact the implementation of this Policy, business unit leadership will develop and implement a country-specific Substance Abuse Policy that conforms to local requirements, after which the local policy will be included as an addendum to this Policy. Applicants and employees will adhere to the Substance Abuse Policy addendum relevant to their country.

We believe that the successful implementation of this Global Substance Abuse Policy will help ensure a continued safe, healthy and productive work environment.

James J. Mulva  
Chairman and Chief Executive Officer

John Carrig  
President and Chief Operating Officer

# ABU Substance Abuse Policy

## Schedule 1

**Table 1 - Immunoassay 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.

**Table 2 - Confirmatory Test Cut-off Levels**

Compound	Cut-off level† µg/L
Morphine	300
Codeine	300
6-Acetylmorphine	10
Amphetamine	150
Methylamphetamine	150
Methylenedioxymethylamphetamine	150
Methylenedioxyamphetamine	150
Benzylpiperazine	500
Phentermine	500
Ephedrine	500
Pseudoephedrine	500
11-nor- $\Delta^9$ -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
Methadone	
Barbiturates	

\* 6-acetylmorphine should be reported when detected at a cut-off level of 10 µg/L.

† All cut-off levels are expressed as total concentration of drug or metabolite after hydrolysis of conjugates if necessary.