



Drug & Alcohol Policy

At CB Civil, our Drug and Alcohol Policy aligns with our 'People First' value, providing a safe and healthy work environment for all staff, visitors, and subcontractors.

This policy ensures that all operations within our sites, yards, and satellite worksites are conducted free from the effects of drug and alcohol, both during and outside normal working hours.

As part of CB Civil's Drug & Alcohol Policy:

- All employees must be fit for work and free from alcohol and drugs.
- Mandates pre-employment drug testing.
- Undertake post incident drug and alcohol testing for workers who have been involved.
- Reasonable cause testing will also be undertaken where actions, appearance, behaviour or conduct suggests drugs or alcohol may be impacting their ability to work effectively and safely.
- Random testing will be undertaken across the business.
- Employees in breach of this Drug and Alcohol Policy will constitute serious misconduct and will be disciplined which may result in termination.
- All breaches of policy must be reported.

Commitment by the CEO

A handwritten signature in black ink, written over a horizontal blue line. The signature is stylized and appears to be "J. C. O."