

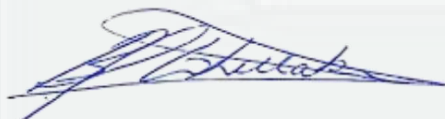
## Drug and Alcohol Policy

We are committed to responsibly meeting our health and safety obligations by providing a working environment free from the effects of drugs and alcohol.

We will:

- Work with workers, their representatives, and sub-contractors to promote an environment free from the harmful effects of drug and alcohol impairment.
- Raise awareness and provide training about the potentially harmful effects of drugs and alcohol in the workplace.
- Actively support the training programmes of industry bodies focused on improving safe work practices.
- Offer to help and rehabilitate employees with drug and alcohol problems.
- Treat all workers consistently across the organisation in testing, selection, and application of the procedures.
- Protect privacy and confidentiality in the operation of this policy.
- Comply with relevant health and safety legislation, regulations, codes of practice and Earthco Civil safe operating procedures.
- Ensure the organisation complies with its legal duties by removing anyone from the worksite who is deemed 'unfit for work' or 'under the influence', or where the presence of drugs or alcohol is in excess of accepted standards.

Signed by:



**BRUCE WHITTAKER**

Managing Director

**EARTHCO CIVIL LTD**

*This policy will be reviewed at  
regular periods. Issued April 2025*

