

ALCOHOL AND OTHER DRUGS POLICY

Commitment

CMW Geosciences (CMW) is committed to providing a work environment which ensures the safety and health of every person involved with the company's operations. This policy acknowledges that individuals impaired by the effects of drugs or alcohol may present a risk to the safety and health of their co-workers and themselves. The purpose of this policy is to promote and maintain a work environment that is free from such risks and to support the health and wellbeing of all persons in the workplace.

Responsibilities

This policy applies to everyone working at CMW and any other parties representing CMW. All persons shall comply with this policy as a condition of their employment or engagement. It applies to all company business, conducted both on and off site. Where an employee or contractor is engaged to perform work for CMW at a client's site, all policies of CMW and that client will apply. Where there is a discrepancy between the policy of the client and CMW the higher-order policy will apply.

Drug and/ or alcohol testing may be carried out by a trained CMW appointed officer or in a medical setting in the following circumstances:

- As part of a pre/ post or project specific medical.
- On a random basis.
- For cause i.e. after a vehicle accident or serious incident.

CMW will keep all information gathered for the purpose of implementing this Policy private and confidential.

Employee responsibilities are as follows:

- Illicit drugs shall not be consumed on company premises, in company vehicles, on project sites, or any time as paid employees of the company.
- Alcohol shall not be consumed on company premises, in company cars, on project sites, or any time as paid employees of the company except during management approved functions where employees must at all times remain within the legal limit if driving a vehicle. It is the employee's responsibility to be aware of the quantity of alcohol they can consume and yet remain below the legal limit.
- To not commence or return to work while under the influence of alcohol or illicit drugs.
- Employees taking prescription drugs that are not recommended to be taken whilst driving a car or operating machinery should not drive a company vehicle. If this decision has the potential to impact on work being done by the company the employee should discuss the decision with their manager.

The consequences of breaching this policy constitute misconduct and may be subject to disciplinary investigation, up to and including termination.

Review

This policy will be reviewed annually by the management team.

Authorised by: Phil Chapman, CEO

Date: November 2024

Signature:



Policy Review Date: November 2025