

C.E.M. Alliance is committed to providing and maintaining a safe workplace through the effective management of alcohol and other drugs.

This policy supports C.E.M. Alliance's obligations under the Work Health and Safety Act 2020 (WA) to ensure, so far as reasonably practicable, the health and safety of workers and others.

All personnel must present for work in a fit-for-work condition and must not be impaired by alcohol or drugs while performing work-related duties or attending work under C.E.M. Alliance control.

This includes a requirement to comply with company alcohol limits and drug testing standards as defined in supporting procedures.

This policy applies to all employees, contractors and visitors engaged in or undertaking C.E.M. Alliance business activities.

C.E.M. Alliance recognises that all personnel have a direct or indirect influence on workplace safety, including through operational interaction, decision-making, or access to work environments. Accordingly, this policy applies to both operational and administrative roles on a risk-based, reasonable and proportionate basis.

### **Application to Administrative Roles**

Administrative and office-based personnel may be subject to this policy where their role includes:

- Access to operational or construction environments
- Travel for work purposes
- Interaction with or support of high-risk work activities
- Influence over safety-critical planning, coordination or decisions

Personnel involved in recruitment, selection, or mobilisation of workers into high-risk operational environments are considered to have a safety-influencing role and will be subject to testing.

### **Testing**

C.E.M. Alliance implements drug and alcohol testing programs to support this policy. Testing may include:

- Pre-employment
- Random (including company-wide programs)
- For-cause (reasonable suspicion)
- Post-incident or near-miss
- Return-to-work or rehabilitation

Testing will be applied where there is a reasonable and identifiable connection to workplace health and safety outcomes, including direct or indirect influence on high-risk work.

### **Conditions of Employment**

Compliance with this policy, including participation in testing, is a condition of employment.

Refusal to participate in testing without reasonable justification may be treated as a breach of this policy and managed as a non-negative result.

Breaches of this policy may result in disciplinary action up to and including termination of employment.

### **Fairness and Confidentiality**

All testing and management of results will be conducted in a lawful, reasonable and non-discriminatory manner, with respect for privacy and confidentiality.

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**“C.E.M. Alliance is committed to providing a drug and alcohol-free work environment.”**

This policy is supported by the **CEM-HSE-PRO-010 Alcohol and Other Drugs Procedure**, which details implementation requirements.

All personnel are expected to comply with this policy and contribute to a safe and healthy workplace.

C.E.M. Alliance will consult, so far as reasonably practicable, with workers regarding the implementation of this policy.



**GREG STEELE**  
Managing Director

25/03/26  
DATE