

## DRUG AND ALCOHOL POLICY

Cleanflow Environmental Solutions (Cleanflow) is committed to achieving a healthy and safe working environment. As such, we recognise that alcohol, drug, and other substance abuse can have serious adverse effects on the health and safety of our team.

Cleanflow Management does not support drinking alcohol at any time in the workplace and will not pay for any alcohol on any work-related trips.

As such, all employees of Cleanflow Environmental Solutions must not:

- consume alcohol or be under the influence of alcohol while working on any Cleanflow or client site.
- consume alcohol while mobilised or otherwise engaged for work. This includes, but is not limited to, after hours, in company provided accommodation or client provided accommodation.
- use or possess illegal drugs at any time in any workplace; or
- drive a vehicle, having consumed alcohol or under the effects of illegal substances.

If an Employee believes another worker is affected by drugs or alcohol, they must inform the HSET Manager immediately. No employee will be allowed to work under the influence of drugs or alcohol at any time.

All Employees will be subject to random, blanket and for cause alcohol and drug testing either by oral fluid or urine.

Employees undergoing prescribed medical treatment with a controlled substance that may affect the safe performance of their duties are required to report this to the HSET Manager.

All issues pertaining to these matters shall be kept confidential.

Any breach of this policy will constitute a serious breach and will result in disciplinary action, including possible, termination of employment.

Responsibility for implementation of this policy lies with the CEO. Our company is committed to ensuring that all employees are aware of the dangers of drug and alcohol abuse and the potential dangers they pose in the workplace.

Approved by:



Sandro Milieri  
Chief Executive Officer

Date: 26<sup>th</sup> April 2023