

DRUG AND ALCOHOL POLICY

Global Civil and Mining is an integrated civil and mining service providing surface mining, mine site construction and surface miner rebuilds.

Our Scope is to provide *Surface Mining Operations, Maintenance of Surface Mining Plant and Equipment.*

We are committed to providing a safe and productive working environment for all employees, contractors and visitors. Global Civil and Mining recognises that employer and employees are obliged under the duty of care laws to maintain a safe working environment. To achieve this all employees must be free of impairment due to drugs and alcohol whilst in any work associated activity. Global Civil and Mining intends to prevent any harm caused by the use or abuse of alcohol or other drugs in the workplace via a strategy of harm reduction through education, assistance and action.

Global Civil and Mining demands that no employee is under the influence of, distributes or possesses, any illegal substance such as alcohol, narcotics, depressants, stimulants, hallucinogens, marijuana and any other mind-altering drugs, when reporting for work, while working, or while on active work duties. It is a condition of continued employment that all employees participate in prescribed drug and alcohol testing programs.

Employees will be subject to disciplinary action if they:

- Test positive to any random or scheduled alcohol and drug testing
- Are found to have improperly used alcohol or drugs in breach of this policy
- Refuse to undergo drug testing in accordance with this policy
- Are convicted of a criminal offence in relation to illegal drugs
- Otherwise breach this policy.

This Policy applies to all personnel engaged in activities under Global Civil and Mining's operational control. Global Civil and Mining Management will use their influence to promote this Policy. Global Civil and Mining will adapt to the higher level procedure that is applicable to the site standards.

Global Civil and Mining will review this policy annually.

A handwritten signature in black ink, enclosed in a simple oval outline. The signature appears to be "John O'Donnell".

John O'Donnell
Director
17th April 2026