

# Drug and Alcohol Policy

*Consolidated Power Projects (CPP) is committed to providing a work environment that is free from the risks associated with the use of drugs and alcohol and is dedicated to managing the threats such use may pose in our workplaces.*

## Our core principles:

- ❖ We do not compromise the health and safety of ourselves or our workmates.
- ❖ We do not consume drugs on any work site.
- ❖ We do not consume alcohol on any work site during work hours without prior approval.
- ❖ We support the rehabilitation of employees.
- ❖ We all understand our responsibilities in relation to the effects of drugs and alcohol in the workplace.
- ❖ We are all empowered to act or intervene where there is a threat to health and safety.
- ❖ We ensure all workers are fit for work and free from the adverse effects of drugs and alcohol when attending a worksite.

## To achieve these principles, we ...

- ❖ Remove any person considered to be impaired from situations where they could injure themselves or others.
- ❖ Provide assistance to removed persons with support and resources to enable their return to work.
- ❖ Provide education and training to improve awareness, knowledge and practices.
- ❖ Maintain a Drug and Alcohol Procedure that reflects this policy.
- ❖ Assess our supplier's and subcontractor's abilities to operate within the same framework.

### COMMITMENT

I am committed to ensuring that this policy is communicated, understood, accepted and successfully implemented.

#### President

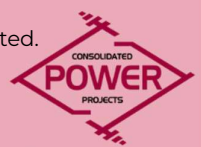
Wallie van Hoving

#### Signature



#### Date

May 2025



A QUANTA SERVICES COMPANY

*"We Do Safety Differently"*