



1690 Stuart Highway NOONAMAH NT 0837  
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Email: [cdec@cdec.com.au](mailto:cdec@cdec.com.au)

PH: 08 8988 0777  
FX: 08 8988 9082  
ABN: 93 113 997 649

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## DRUG AND ALCOHOL POLICY

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CDE Capital Management is committed to providing a safe and healthy workplace for all personnel. The primary aim is to identify, remove or control more effectively the cause of accidents and health hazards, either minor or major that may occur in the work place. The Company places the utmost importance on the health and safety of its workforce and is therefore committed to identifying problems that contribute to alcohol abuse and/or drug abuse whilst actively seeking solutions to these problems. The Company is keen to promote a healthy lifestyle for all employees.

To enforce the above commitments to the workplace, the following policy will apply to all employees of, and contractors to CDE Capital.

- The sale, supply, consumption, possession, or manufacture of alcoholic beverages by any employee or contractor on the worksite owned or operated by CDE Capital is strictly prohibited, except with the direct written permission of the CDE Capital Site Manager.
- The sale, supply, consumption, possession, or manufacture of illegal drugs, (including prescription drugs of a kind that no prescription has been issued for the use of), by any employee or contractor on the worksite owned or operated by CDE Capital is **strictly prohibited**.
- No employee or contractor shall attend a worksite owned or operated by CDE Capital whilst under the influence of alcohol or any form of illegal drug.
- All employees and contractors of CDE Capital shall comply strictly to all site specific drug and alcohol policies, including those implemented by contracting companies, and will comply with drug and alcohol testing as required by site policy.

Robert Rusca  
Managing Director,  
CDE Capital



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## **DRUG AND ALCOHOL STATEMENT**

IT IS CDE CAPITAL POLICY THAT ALL EMPLOYEES UNDERGO A DRUG AND ALCOHOL TEST PRIOR TO COMMENCING ANY WORKS.

PLEASE BE ADVISED THAT A TEST FAILURE WILL RESULT IN NON EMPLOYMENT.

WHILST EMPLOYED BY CDE CAPITAL **ALL** EMPLOYEES WILL BE SUBJECT TO RANDOM DRUG AND ALCOHOL TESTING. A TEST FAILURE WILL RESULT IN INSTANT REMOVAL FROM THE JOB SITE.

EMPLOYEES WILL THEN HAVE A TWO WEEK DRY OUT PERIOD AFTER WHICH THEY WILL UNDERGO A SECOND DRUG AND ALCOHOL TEST AT THEIR OWN EXPENSE. A SECOND TEST FAILURE WILL RESULT IN INSTANT DISMISSAL.

I, \_\_\_\_\_  
(PRINT NAME)

HAVE READ AND FULLY UNDERSTOOD THE ABOVE DETAILED DRUG AND ALCOHOL STATEMENT.

\_\_\_\_\_  
SIGNATURE

\_\_\_\_/\_\_\_\_/\_\_\_\_  
DATE