

**Version number** 2

**Implementation date** May 2023

**Policy author** Martin O'Neill

**Policy approver** Vik Bansal

**Functional area** People and Culture

At Boral we regard the safety and welfare of our people as our most important responsibility, and this guides our behaviours at all levels in our operations. We are committed to operating our businesses in a manner that does not cause harm to our employees, contractors, visitors, customers and the communities in which we operate.

To this end, Boral is committed to taking all reasonable steps to minimise the risk of harm or injury in the workplace arising from the misuse of drugs and/or alcohol. In seeking to meet our goal of zero harm, and with particular reference to drug and alcohol misuse, the following requirements apply:

- This policy applies to everyone who works at or attends a Boral site, or is working at other locations under Boral direction, including all employees, contractors and visitors.
- The use, sale, transfer, or possession of illegal drugs, or other illegal substances and the improper use of controlled substances on or in connection with company property is strictly prohibited.
- Alcohol is not to be consumed on or in any Boral site or workplace, unless authorised.
- Consumption of alcohol at authorised company or work-related events shall be voluntary and is never a condition of employment. Where a person has chosen to consume alcohol at such an event they are to do so responsibly.
- Persons using prescription medication which may cause impairment must notify their manager before attempting to undertake work activities.
- All persons must comply with the requirements of this policy and any supporting or related procedures, including:
  - submitting to any drug or alcohol testing regimes, practices or requirements at Boral sites and work places;
  - complying with any drug and alcohol limits as determined by Boral;
  - complying with any related statutory or legislative requirements for certain occupations, including road transport, rail networks and mining operations; and
  - complying with management direction should impairment be evident or suspected, even if precautionary.
- Persons undertaking work on another company's site shall comply with their testing programs if they are being conducted at that time.
- Appropriate action will be taken for any breach of the requirements set out in this policy and supporting or related procedures, up to and including termination of employment or contract.

Boral recognises that substance abuse is a health condition and will, to the extent practical, work with affected persons to manage their condition.

This policy is delivered through the implementation of Boral's integrated Health, Safety, Environment and Quality (HSEQ) Management System and related strategies, improvement plans and programs.



Vik Bansal  
CEO & Managing Director

# Drug & Alcohol Policy

## Policy Version History

This table documents the five most recent key policy updates.

No.	Definition	Comments / Key changes	Next review
2		Updated to transfer to the new template	May 2025