



# DRUG AND ALCOHOL POLICY

**Khayah Cement** is committed to maintaining a safe, healthy and enabling working environment. Being under the influence of drugs or alcohol on the job poses serious safety and health risks. The abuse of drugs and alcohol can lead to reduced productivity, absenteeism and accidents. In line with the Occupational Safety, Health and Environment Policy, it is Khayah Cement's commitment to:

- Prohibit the use, sale, purchase, transfer or possession of illegal drugs or alcohol by an employee, contractor or third party while on company premises or while on company business.
- Prohibit the operation of light motor vehicles, forklifts, buses or heavy motor vehicles while under the influence of drugs or alcohol.
- Prevent persons, both staff and visitors, under the influence of drugs or alcohol from entering the business premise through compulsory alcohol testing. A breathalyzer shall be used to determine the presence of alcohol for all persons entering the premises. The company shall not be obliged to prove beyond doubt about anyone's status but shall do so to the level of balance of probability.
- Conduct periodic random tests or specific tests for drugs or alcohol from time to time.
- Restrict the consumption of alcohol on the company premises except at the Manresa Club (trading as The Joint) and at special times deemed necessary, express written approval can be sought from the Chief Executive Officer who shall satisfy himself that such a need is necessary.
- Enforce compliance with this policy and apply it in line with the company disciplinary code and grievance procedure.

**Innocent Chikwata**  
Chief Executive Officer  
*Issued March 2026*