

DRUG AND ALCOHOL POLICY

Byte Construct is dedicated to maintaining a workplace free from alcohol and drugs to ensure the safety and well-being of all employees and contractors. Our comprehensive program includes education, rehabilitation, and testing components, along with supporting health and people resources. We encourage employees to seek assistance if they believe they are under the influence of or have a problematic use of alcohol or drugs.

Our vision is to achieve zero harm to our people as a result of our operations, with health and safety being a foundational value of our company. Byte Construct has a duty to ensure that employees and contractors are competent and in a fit state to work safely, minimising risks to themselves and their colleagues.

All employees and contractors have a legal obligation to be in a fit state for work and to work safely. The use of alcohol or drugs that impair a person's ability to perform their job safely is considered a breach of this duty of care.

While Byte Construct respects the private lives of employees, if drugs or alcohol have a direct impact on an individual's work performance or safety standards, it is our responsibility to intervene for the benefit of employees, clients, and others in our workplaces.

A handwritten signature in black ink, appearing to read "T. Hare".

Terry Hare
2nd July 2026

A handwritten signature in blue ink, appearing to read "G. Boulton".

Glen Boulton
2nd July 2026

A handwritten signature in black ink, appearing to read "S. Kamal".

Siva Kamal
2nd July 2026