



Employee Contract

Services: Wireless Internet Connectivity

Annexure G: The Use of Cannabis in the workplace

Introduction:

CTECG is committed to maintaining a safe, healthy, and productive work environment for all employees. As part of this commitment, the use of cannabis, whether for medical or recreational purposes, is strictly prohibited on company premises and during work hours. This policy outlines the expectations regarding cannabis use and the consequences of violating this policy.

Policy Statement:

1. Prohibition of Cannabis Use:

- Employees are prohibited from using, possessing, distributing, or being under the influence of cannabis while on company premises, during work hours, or while conducting company business.
- This prohibition applies to all forms of cannabis, including but not limited to marijuana, THC, CBD, and any cannabis-infused products.
- Due to the nature of the business activities that CTECG undertakes, such as working at heights, making use of and operating tools and driving, which requires employees to be sober minded and adhere to safety procedures. CTECG prohibits the use of cannabis.

2. Medical Exceptions:

- Employees who are prescribed medical cannabis must notify their supervisor and the HR department in writing. Reasonable accommodations will be considered on a case-by-case basis, taking into account the employee's medical needs and the safety of the workplace.
- CTECG reserves the right to require a second opinion for the medical use of cannabis.
- However, even with a medical prescription, employees are not permitted to use cannabis in any form that impairs their ability to perform their job duties safely and effectively.

3. Impairment:

- Employees are expected to report to work in a fit and sober condition. The use of cannabis is known to impair an employee's ability to perform their job duties safely and effectively is strictly prohibited.
- Supervisors and managers have the authority to remove any employee from duty if there is reasonable suspicion of impairment due to cannabis use.

4. Drug Testing:

- As part of maintaining a drug-free workplace, CTECG reserves the right to conduct drug testing, including testing for cannabis, in accordance with applicable laws and regulations.
- Employees may be subject to drug testing under various circumstances, including pre-employment screening, random testing, post-accident testing, and reasonable suspicion testing.



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5. Consequences of Violation:

- Violation of this policy may result in disciplinary action, up to and including termination of employment.
- Employees who violate this policy may also be subject to legal consequences in accordance with local laws and regulations.

6. Education and Resources:

- CTECG is committed to providing education and resources to employees regarding the risks associated with cannabis use, as well as information on available support services for those struggling with substance abuse issues.

7. Compliance:

- All employees are expected to comply with this policy as a condition of their employment with CTECG. Failure to comply may result in disciplinary action.

8. Acknowledgement

I the undersigned _____ hereby declare that I understand the contents of this agreement, that I have entered into this agreement willingly and without duress. I further confirm that I have agreed to the terms as set out above.

Signed on this ____ day of _____ at Groblersdal

Employee- Signature

Name in full

Employer - Signature

Name in full