



## Substance Abuse at Work 2026

Substance (including alcohol and/or drugs or other substance) abusers can adversely affect the safety of themselves and fellow workers whilst at work. Therefore if any employee or contractor is known to be, or strongly suspected of being effected by substance abuse they are to be referred to their immediate supervisor who must arrange for their removal from the workplace.

Employees are not permitted to bring prohibited substances onto company premises or to work.

Any employee who is required to take prescription substances that may affect their performance at work must inform their immediate Supervisor. Alternative duties may be allocated to these employees and they must be prohibited from driving/operating plant equipment and working at height.

All employees are prohibited from consuming alcoholic drinks or drugs at work or from working under the influence of drugs, alcohol or other substances that may impair the proper performance of their duties on sites or Company premises. It should be noted that it can take well over 24 hour for drugs or alcohol in the blood to disperse and that some of the Companies clients carry out random testing with very low acceptable alcohol limits

The Company tolerance for alcohol consumption on site during working hours and its affects at work is zero.

The Company has a random drugs and alcohol testing policy and as a part of this policy reserves the right to test any employee on a random basis or who it suspects of substance abuse; also the right to dismiss any employee who is found to be positive or who refuses to comply with the request for a test to be undertaken.

Any alcohol/drugs or substance test which returns a positive result will lead in instant dismissal.

Signed

A handwritten signature in black ink, appearing to be "Paul Farmer". The signature is stylized and somewhat cursive.

Paul Farmer  
Co. Director  
April 2026