

Drugs & Alcohol Policy

Company: Connexion Developments Ltd

Issue Date: January 2026

Review Cycle: Annual or upon significant business change

1. Purpose

Connexion Developments Ltd is committed to providing a safe, healthy, and productive working environment for all employees, contractors, visitors, and others affected by our operations. This Drugs & Alcohol Policy sets out our approach to managing risks associated with drugs and alcohol in the workplace.

The purpose of this policy is to:

- Protect health and safety
- Maintain operational integrity and professionalism
- Provide support where substance-related issues are identified

2. Scope

This policy applies to:

- All employees and directors of Connexion Developments Ltd
- Temporary staff, agency workers, contractors, and consultants
- Any other individuals working on company premises or on behalf of the company

The policy applies during working hours, while on company premises, and when undertaking work-related activities.

3. Policy Statement

Connexion Developments Ltd adopts a **zero-tolerance approach** to working while under the influence of drugs or alcohol where this may compromise safety, performance, or professionalism.

We recognise that substance misuse can be a health issue and are committed to dealing with concerns fairly, consistently, and with appropriate sensitivity.

4. Prohibited Behaviour

The following are strictly prohibited:

- Possession, use, or distribution of illegal drugs on company premises or while conducting company business
- Being under the influence of drugs or alcohol while at work or undertaking work-related duties
- Misuse of prescription or over-the-counter medication that may impair performance or safety

Residual effects from drugs or alcohol consumed outside working hours that result in impairment during work time are also covered by this policy.

5. Prescription and Over-the-Counter Medication

Employees must inform management if they are taking prescribed or over-the-counter medication that may affect their ability to perform their duties safely or effectively.

Such information will be treated confidentially and used only to assess any necessary adjustments or safety controls.

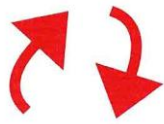
6. Support and Early Intervention

Connexion Developments Ltd encourages individuals who may be experiencing substance-related issues to seek support at an early stage.

Support may include:

- Confidential discussions with management
- Temporary adjustments to duties where appropriate
- Guidance towards external professional support services

Seeking assistance voluntarily will be treated as a supportive matter rather than a disciplinary one, provided safety is not compromised.



7. Testing

Where permitted by law and appropriate to the circumstances, the company may require drug or alcohol testing, for example:

- Following a workplace incident or near miss
- Where there is reasonable cause to suspect impairment
- Where required by insurers or contractual obligations

Refusal to cooperate with a reasonable request for testing may be treated as a disciplinary matter.

8. Breaches of This Policy

Breaches of this policy will be addressed in accordance with the company's disciplinary procedures.

Serious breaches, including working under the influence of illegal substances or alcohol, may result in disciplinary action up to and including dismissal.

9. Responsibilities

Management

Management is responsible for:

- Implementing and enforcing this policy fairly and consistently
- Addressing concerns promptly and sensitively
- Ensuring workplace safety is not compromised

Employees and Others

All individuals covered by this policy are responsible for:

- Complying with this policy
- Acting responsibly and professionally at all times
- Reporting safety concerns where appropriate

10. Policy Review

This policy will be reviewed annually or following significant changes to legislation, business operations, or risk profile.

Approved by:

Managing Director

For and on behalf of Connexion Developments Ltd