

Connexion Developments Ltd

Drugs and Alcohol Policy

1. Purpose and Commitment

We are committed to maintaining a safe, healthy, and productive work environment for our employees, visitors, and the public. Recognizing the impact that drugs and alcohol can have on workplace safety and performance, we aim to prevent substance-related issues by raising awareness, identifying concerns at an early stage, and providing appropriate support to those affected.

2. Scope

This policy applies to all employees, subcontractors (including agency and self-employed workers), consultants, and employees of other organizations working on our sites and premises. Compliance with this policy is essential to uphold workplace safety and operational integrity.

3. Policy Statement

We are committed to addressing drug and alcohol-related concerns effectively and consistently. Employees and relevant personnel are expected to comply with this policy and adhere to the rules outlined below.

For the purpose of this policy, drug and alcohol-related issues are defined as behaviours or conditions influenced by substance use that may affect an individual's performance, safety, or the organization as a whole.

Confidential professional support is available to those who may be struggling with substance-related issues. We encourage individuals to seek assistance voluntarily by approaching their supervisor, manager, or a designated representative, with the option of bringing a colleague or trade union representative for support.

4. Policy Rules

- The possession of illegal drugs on company premises or worksites are strictly prohibited.
- Individuals must not be under the influence of drugs or alcohol while on company premises or performing work-related duties. Note that residual effects from prior consumption may also constitute impairment.
- Employees using prescribed medication that may affect their performance must inform their supervisor or manager immediately.
- If a supervisor or manager reasonably suspects that an individual is under the influence of drugs or alcohol while on-site, the individual may be asked to leave, and guidance on available support options will be provided. Such cases will be addressed in accordance with the company's disciplinary procedures.
- The company reserves the right to request drug and alcohol testing under certain circumstances, such as random testing initiatives, insurance requirements, or other business needs. Refusal to comply with a test request may result in disciplinary action.

By adhering to this policy, we collectively contribute to a safe and professional working environment. We appreciate the cooperation of all employees and associated personnel in upholding these standards.

Signed: *Michael G Freye* Managing Director

Print name: Michael G Freye

Dated: 11th March 2025