

PERSES

Alcohol and Drugs Abuse Policy

Any employee under the influence of alcohol or drugs at work clearly presents a health and safety risk to themselves and others, and for which PERSES Ltd may be held criminally liable, if it knowingly allows or tolerates the misuse of controlled drugs on company premises, yard sites or any other locus of the company's undertakings.

For this reason, PERSES Ltd has adopted an alcohol and drugs policy, which you should familiarise yourself with in order to be aware of your obligations under this policy.

Acceptance of and adherence to the Alcohol and Drug Policy form part of every employee's contract of employment.

Alcohol

The consumption of alcohol is strictly prohibited for any member of staff attending and or working on site, driving a Company vehicle or their own vehicle on Company business.

The consumption of alcohol on Company premises is not permitted unless authorised by a Director and as part of an organised Company event.

Any employee found to be under the influence of alcohol at work will face disciplinary action under the Company's disciplinary procedure.

Where it is suspected that a breach of the prohibition on alcohol has taken place, or it is suspected that an employee's work performance or conduct has been impaired through alcohol abuse, misuse and or its influence, or the employee is employed in a job where there is a risk to the health and safety of the employee and or others, or the nature of the activities with which he / she works is of a safety critical nature, then the Company reserves the right to request an employee to undergo a medical examination to determine the cause of the problem.

Refusal of an employee to undergo such a medical examination will amount to gross misconduct in accordance with the Company's Disciplinary procedure.

Drugs

The possession, use, or distribution of drugs for non-medical purposes is strictly forbidden on Company premises. An employee who is prescribed drugs by their doctor, which may affect their ability to perform their duties, should discuss the issue immediately with their line manager or the HR Department.

Where it is suspected that a breach of the prohibition on substances has taken place, or if it is suspected that an employee's work performance or conduct has been impaired through substance use / abuse and the employee is employed in a job where there is a risk to the health and safety of the employee and/or others, or it is a safety critical activity, the Company reserves the right to request an employee to undergo a medical examination to determine the cause of the problem.

Refusal of an employee to undergo such a medical examination will amount to gross misconduct in accordance with the Company's Disciplinary procedure.

The Company reserves the right to inform the police of any suspicion it may have with regard to the use of controlled drugs by any of its employees on the Company's premises.

The Company reserves the right to insist that an employee report immediately to their Line Manager/Director, by a safe means, if they deny they are under the influence of alcohol and/or drugs. The Manager/Director will then make a judgment on any further action.

N.B The Company retains the right to remove and or exclude any employee from the site, who it has a suspicion is in breach of the Drugs and Alcohol and associated health and safety policies.

Signed:



Date: 28th of January 2026

Mr Stephen McCann – Managing Director