

NDT MAINCAL LTD.

DRUGS AND ALCOHOL POLICY

No employee, agent or sub-contractor of NDT Maincal Ltd. may enter a company vehicle, worksite or perform a service for the company whilst under the influence of alcohol or any controlled substances.

- The consumption of alcohol on company premises or on a client's site or premises is specifically forbidden
- The possession of alcohol on company premises or on a client's site or premises with the intent to consume or sell is forbidden
- The sale, illegal possession or illegal use of controlled drugs whether on-site or on company premises is strictly forbidden

Any employee, agent or sub-contractor who is caught in possession of, or is suspected to be under the influence of any of the above-mentioned items, could be instantly dismissed for gross misconduct.

Each case will be treated on its own merit. The excessive or inappropriate use of drugs or alcohol on a random occasion may be viewed differently from drug or alcohol dependence.

All employees, agents or sub-contractors of the company may be asked when working on any of our clients premises or undertaking work for them away from their main premises, to undertake testing for the presence of drugs or alcohol. Refusal to take the test will be seen as trying to hide something and disciplinary procedures may be started.

The use of prescribed or over the counter drugs which are liable to cause drowsiness or other effects should be notified to your immediate supervisor, or if on-site to the clients Occupational Health Department.

More lenient sanctions may be taken for a worker who has already identified they have a problem and have commenced a rehabilitation course.

This policy will be reviewed annually.

Signed: DJ Webb Derek Webb, Director

Date: 25/01/2024