

Drugs and Alcohol Policy Statement

1. Policy Purpose

This policy sets out the Company's approach to managing alcohol and drug use in the workplace to ensure legal compliance, protect the safety of employees, contractors and visitors, and maintain operational integrity.

2. Scope

This policy applies to all employees, agency workers, contractors, subcontractors, visitors, and anyone undertaking work on behalf of the Company at any location.

3. Legislative Compliance

The Company complies with the following legislation:

- Health and Safety at Work etc. Act 1974
- Misuse of Drugs Act 1971
- Psychoactive Substances Act 2016
- Management of Health and Safety at Work Regulations 1999
- Road Traffic Act 1988 (where applicable)
- Data Protection Act 2018 and UK GDPR (relating to the handling of testing data)

4. Zero-Tolerance Statement

The Company operates a zero-tolerance approach to employees or contractors being under the influence of alcohol, illegal drugs, or misused prescription medication while at work or representing the Company.

5. Testing and Screening

The Company may carry out alcohol or drug testing, including random, for-cause, and post-incident testing. Testing will be undertaken by competent personnel, using approved methods. Employees who refuse testing may be subject to disciplinary action.

6. Medication and Fit-for-Work Requirements

Employees must inform management if prescribed or over-the-counter medication may impair performance. Temporary adjustments or redeployment may be required for safety-critical roles.

7. Support and Rehabilitation

Employees who voluntarily disclose a drug or alcohol dependency will be supported through appropriate routes such as occupational health, counselling, or GP referral, provided safety is not compromised.

8. Contractors and Visitors

Contractors must comply with this policy and may be required to provide their own supporting procedures. Any individual suspected of impairment will be removed from site.

9. Confidentiality and Data Protection

All information relating to testing, disclosures, or medical issues will be treated as confidential and handled in compliance with DPA 2018 and UK GDPR.

10. Disciplinary Action

Breaches of this policy, including refusal to cooperate with testing, attending work under the influence, or possession of illegal substances, may result in disciplinary action up to and including dismissal.

11. Review

This policy will be reviewed annually or sooner if legislation, company operations, or best practice guidance changes.

A handwritten signature in black ink, appearing to read "A. Campbell", is written over a large, thin-lined rectangular box.

Andrew Campbell
Chief Executive Officer
Locker Group Ltd

6th January 2026