Alcohol & Drugs Policy

HR-POL-027-02

Flush- Line Group recognises the potential risk of impaired safety performance through the consumption of alcohol and/or the use of non-prescription drugs or substances. The policy of the Company is to prohibit consumption or introduction of intoxicants/alcohol, or the introduction or taking of drugs on Company premises; prohibit their use or consumption at work; during periods, immediately prior to working hours where the effects would continue into working hours.

Employees / Personnel should therefore:

• Not present themselves for work if they are unfit, due to alcohol or drugs

• Not present themselves for work if they have just consumed or taken alcohol or drugs

• Not be in possession of alcohol or drugs in the workplace

• Not consume or take alcohol or drugs whilst at work

If employees / personnel are considered unfit for work, then the company has a duty to carry out tests to ascertain the use of alcohol or drugs

If employees / personnel are on prescribed medication, they should report the fact to their line manager to implement the policy the company shall:

• Carry out screening when contractually required to do so and where the necessity for screening to be carried out is recognised through circumstances.

• Prohibit the consumption or introduction of intoxicants/alcohol, or the introduction, taking or dealing in unauthorised drugs/illegal substances whilst in the work environment or on Company premises.

• Ensure that persons do not report for work if they are unfit through alcohol of drug abuse.

• Carry out random alcohol and/or drugs test whilst personnel are at work.

• Maintain confidentiality within the constraints of the law on the drug or alcohol problems of individual staff members. This policy will be reviewed on an annual basis and will be communicated to all persons working for and on behalf of Flush- Line Group.

SIGNED:

Brett Boyer

Managing Director

Flush-line Group Ltd

REVIEW – Annual

DATE: 12.02.2026

NEXT REVIEW: 12.02.2027

SIGNED:

Martina Oyite

Group HR Director

Statom Group Limited

REVIEW – Annual

DATE: 01/12/2025

NEXT REVIEW: 01/12/2026