



Byrne Group recognises the importance of safeguarding and promoting the health and safety of its Employees, Contractors' Employees, Stakeholders and Communities who may be affected by our activities. The effective management of drug and alcohol abuse is an integral part of this.

It is the policy of the group:

- To comply with all current legislation, specifically the Health and Safety at Work Act 1974, the Misuse of Drugs Act 1971, The Drugs Act 2005, The Psychoactive Substances Act 2016 and the Transport and Works Act 1992.
- Not to knowingly permit any Employee or individual working on behalf of the group to report for work under the influence of alcohol or drugs, nor to consume them whilst at work.
- To endeavour to identify individuals with possible alcohol and/or drug related problems, by operating a system of UKAS accredited for-cause and random testing.

The policy is applicable to all Employees, regardless of whether they are site/office based or work in safety critical roles.

The policy extends to Senior Management, Contractors, casual staff and any other individual engaged to carry out work on behalf of Byrne Group.

## Drugs and alcohol in the workplace

Employees who are required to take medicinal drugs for an ongoing or spasmodic complaint, which may cause impairment, should advise their Line Manager of this fact.

To ensure the safety of its Employees and others who come into contact with Byrne Group, the group operates and applies a strict zero tolerance policy in relation to illegal drugs and/or drugs that cause impairment. If an individual is found to have any trace of these drugs in their system, following a drugs test, this will constitute gross misconduct.

Employees who come to work having consumed, or who are suspected to have consumed alcohol, and are found in excess of the legal drink drive limit, applicable at the time, will be suspended from work as they are a danger to themselves, their colleagues, members of the public and the assets of Byrne Group. This will constitute gross misconduct.

Breach of this policy will invoke the Disciplinary Procedure. Any appeals brought by Employees against disciplinary action taken against them for breach of the Drug and Alcohol Policy will be dealt with only by a Director who is nominated by the Chief Executive.

## Drug and alcohol testing

Byrne Group may require the Employee to undergo a post incident, with cause or random alcohol and/or drugs test whilst at work. Refusal to consent to testing will constitute a positive test and will result in disciplinary action being taken.

Byrne Group operates a zero-tolerance policy in respect of illegal drugs, and/or drugs that cause impairment, and will observe current legal drink drive limits in respect of alcohol. A positive result for either will be treated as gross misconduct as detailed in the Employee Handbook. Contractors (self-employed operatives) will have their contracts terminated without appeal.

This policy reflects industry leading best practice, and endeavours to improve the health and safety of our employees, our supply chain, and those affected by the operations of our business.

This policy will be updated in accordance with current legislation and legal requirements.

Signed

Michael Byrne

Chief Executive, Byrne Group

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