GROUPBRIDGE
CIVIL ENGINEERING & BUILDING CONTRACTORS

DRUG AND ALCOHOL POLICY STATEMENT

The consumption of alcohol and use of drugs can adversely affect the performance of individuals and consequently have an impact on safety and health, which may increase risk to individuals or others.

Therefore, consumption or introduction of alcohol and/or illegal substances whilst working on behalf of Groupbridge is strictly prohibited and will be reported immediately to the Police and treated as gross misconduct, for which those concerned will be dismissed from employment.

It is the responsibility of all personnel engaged by Groupbridge to:

- Not knowingly report for work under the influence of alcohol or drugs, nor to consume them whilst at work, or permit any other employee or individual acting on behalf of the Company to do so.

- Inform the company regarding any medication prescribed or otherwise, that may have an effect on their ability to carry out their duties safely and must follow any associated instructions. Any Drugs that may cause drowsiness must not be used whilst at work.

- Report any person known to be, or strongly suspected of being, affected by alcohol or drugs to the Managing Director or Police where it is considered that other persons may be at risk such as driving vehicles or operating machinery.

It must be noted that symptoms suggesting that a person is under the influence of alcohol or drugs may be created by other conditions, e.g. heat exhaustion, hypothermia, diabetes, etc. The individual concerned may also be affected by legitimate medication prescribed by a doctor. These conditions may still require the person to be removed from the work location for safety reasons and if there is any doubt as to the individual's condition or cause of their condition, medical advice shall be sought immediately.

Drug and alcohol testing shall be carried out by an independent specialist where necessary and may also form part of the terms and conditions of contracts with Clients, which may also be carried out on a random basis. Employees shall be informed where this situation applies.

S Gibbons (Managing Director) Date: 16th January 2026

Review Date: January 2027