


TITLE Drug & Alcohol Policy 2023			 DYNAMIC FLUID SOLUTIONS	
REFERENCE DF Policy 005 Rev1	PREPARED BY Ben Buckmaster	APPROVED BY Luke Steward	DATE ISSUED 13 th April 2023	PAGE 1 OF 1

OBJECTIVES AND PURPOSE OF THE POLICY

- Ensure the Health, Safety and Welfare of employees, contractors and other third parties.
- Prevent substance abuse.
- Detect employees with problems at an early stage to allow referral for appropriate advice and treatment.
- Encourage employees with problems to come forward of their own volition and seek help.
- Support and encourage rehabilitation of employees with such problems.


POLICY

- No employee or other representative of the company may enter any company premises, operate any company equipment or enter any third-party premises on company business whilst under the influence of alcohol or any controlled substance.
- Misuse of prescription drugs shall be considered to be substance abuse.
- Company Equipment shall be considered to be any equipment provided by the company, including tools, machinery and vehicles.
- Any employee taking prescription drugs on medical advice shall inform their supervisor if there is any possibly that their performance may be affected.
- Employees may be required to submit to substance/alcohol screening at any time during their working hours on a random basis, if there are reasonable grounds to suspect they are under the influence of substances or alcohol, or in the event of an accident.
- Employees shall be always subject to client substance and alcohol policy when working on client's premises.
- Any employee with a substance or alcohol problem will be given all the assistance that can be reasonably expected to overcome this problem, but they must bring the problem to the employer's attention.

This policy applies to all employees, contractors, sub-contractors and any visitors to our company or customers premises.

Failure to comply with this policy by employees may lead to disciplinary action up to and including termination of employment.

Failure to comply with this policy by contractors, sub-contractors and other visitors will lead to them being removed from site and being permanently barred from company premises.

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Signed: - 

Ben Buckmaster :- Company Director /Sales Director

Date :- 13th April 2023