

DRUGS & ALCOHOL POLICY

APRIL 2025

All alcohol and drugs impair an individual's reaction speed and it is not wise to be in the workplace after consuming any alcohol or drugs.

Under no circumstances will any employees:

- Report for work in an unfit state due to use of alcohol or drugs.
- Be in the possession of any drugs whilst on the premises.

Drugs properly prescribed by a general practitioner for medical treatment are permitted, provided such use does not adversely affect the person's ability to carry out the work for which he is employed in a healthy and safe manner.

Failure to comply with this requirement will result in immediate removal of the subject person from the premises or site and the person suspended on full pay pending formal disciplinary action. No employee of Verde Services may enter a company vehicle, worksite or perform a service for the company whilst under the influence of alcohol or any controlled substances. The consumption of alcohol on company premises or on a client's site or premises is specifically forbidden. The possession of alcohol on company premises or on a client's site or premises with the intent to consume or sell is forbidden. The sale, illegal possession or illegal use of controlled drugs whether on site or on company premises is strictly forbidden.

Any employee who is caught in possession of or is suspected to be under the influence of any of the above-mentioned points could be instantly dismissed for gross misconduct.

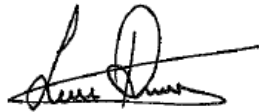
Each case will be treated on its own merit. The excessive or inappropriate use of drugs or alcohol on a random occasion may be viewed differently from drug or alcohol dependence. All employees of the company may be asked to undertake drug & alcohol screening for the presence of drugs or alcohol. Refusal to take the test will be seen as trying to hide something and disciplinary procedures may be started.

Regular random drug and alcohol screening will be carried out on site. This extends to sub-contractors' employees. Verde Services will engage an outside independent company who are able to undertake impartial drug and alcohol screening on their behalf. Tests are carried out in a fair and respectful manner. The manager must not conduct the tests without the presence of a witness in the interests of 'fairness'.

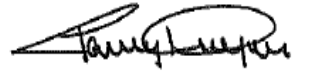
Where it is believed an accident has been 'caused' by an employee or sub-contractor's employee being under the influence of drugs or alcohol, a third party will be used to conduct cause analysis.

DIRECTORS APPROVAL

This statement has been approved by the Directors who will review and ensure it is updated annually.



Luke Dwyer



Gary Dwyer