



Alcohol & Drugs Policy Statement

The Directors and Managers of Redashe Limited will actively promote and encourage all employees to take a sensible approach to drinking and will take a zero-tolerance stance of drug misuse.

- It is a policy of Redashe Limited that the consumption of alcohol and drugs is not permitted by employees or subcontractors during working hours.
- No Redashe employee should undertake work-related business or represent the Company while unfit through drink and drugs.
- Any Redashe employee or subcontractor found under the influence of alcohol or any illegal substance during working hours will be in breach of this policy.
- Any violation of this policy will render the individual employee liable to instant dismissal or the contractor being immediately removed from site.
- Whilst this Policy Statement refers specifically to Alcohol and Drugs it also applies to all forms of substance abuse.
- Redashe employees are strongly advised not to compromise their own safety by working with or being reliant upon (e.g. as a car passenger) someone who has consumed alcohol or drugs.

Signed:

A handwritten signature in blue ink, appearing to read "Iain McArthur".

Date: 19-08-2024

Print Name: Iain McArthur

Position: Manager