
DRUGS AND ALCOHOL POLICY

Inspectahire Instrument Company Ltd. is committed to maintaining a safe working environment free from the adverse effects of alcohol and drugs. This policy applies to all employees, workers, agency workers, subcontractors and other persons working for or on behalf of Inspectahire.

This policy supports the commitments set out within OP 55 – Health, Safety & Wellbeing Policy and forms part of Inspectahire's arrangements for maintaining a safe and healthy working environment.

The policy supports compliance with applicable legislation, including the Misuse of Drugs Act 1971 and the Transport and Works Act 1992, where applicable. Where work is undertaken for clients or within regulated environments that impose additional drugs and alcohol requirements, those requirements will also be complied with.

Inspectahire recognises the importance of effective drugs and alcohol controls in protecting the health, safety and wellbeing of employees, subcontractors, visitors and others who may be affected by our activities. This policy will be communicated to employees and relevant subcontractors.

REQUIREMENTS

No employee, worker or subcontractor shall:

- Report or attempt to report for work while under the influence of alcohol or drugs.
- Report for work in an unfit state as a result of alcohol or drug use.
- Drive or operate a Company vehicle, hired vehicle, plant or equipment while under the influence of alcohol or drugs.
- Possess, supply or attempt to supply illegal drugs or drugs of abuse in the workplace.
- Consume alcohol or illegal drugs while at work.
- Misuse prescription or over-the-counter medication in a manner that could affect their ability to work safely.

Anyone taking prescribed or over-the-counter medication that may affect their ability to work safely must inform their manager or person in charge before undertaking safety-critical activities.

DRUG AND ALCOHOL SCREENING

Drug and alcohol screening may be undertaken where appropriate, including:

- As part of pre-employment screening where required for the role or work being undertaken.
- Where required by a client, contract or applicable industry requirement.
- Following an incident where alcohol or drug use may have been a contributing factor.
- Where there are reasonable grounds to suspect that an individual may be under the influence of alcohol or drugs.
- On a random basis where required by applicable contractual, client or regulatory requirements.

Employees and subcontractors will be informed of applicable testing requirements relevant to their role or work activities.

A refusal to participate in a required drug or alcohol test may be treated as a failure to comply

with this policy and will be managed in accordance with the applicable employment, contractual or disciplinary arrangements.

IMPLEMENTATION

Inspectahire will not tolerate breaches of this policy. Serious breaches, including driving or operating a Company vehicle, hired vehicle, plant or equipment while under the influence of alcohol or drugs, may be considered gross misconduct and could result in disciplinary action, up to and including dismissal.

Any suspected breach will be investigated fairly and appropriate action taken in accordance with applicable Company procedures and contractual requirements.

This policy is intended to:

- Maintain a working environment free from the adverse effects of alcohol and drugs.
- Encourage employees who believe they may have an alcohol or drug-related problem to seek help voluntarily.
- Support employees experiencing alcohol or drug-related problems, where appropriate.
- Promote an environment in which concerns can be raised and addressed appropriately.
- Provide clear guidance to management, employees and subcontractors on dealing with alcohol or drug-related concerns.

Smoking and vaping are permitted only in designated areas on Inspectahire premises and at other workplaces where permitted.

This policy will be reviewed as part of Inspectahire's internal policy and procedure review arrangements and, where relevant, against applicable client, contractual, legal and industry requirements.

Authorised by:



Cailean Forrester (Sep 1, 2026 16:28:26 GMT+1)

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Title: Managing Director

Date: 01/09/2026

(Review period is within 13 months)

Drugs and Alcohol Policy Statement 2026 - 2027 - POL 10 Rev 02

Final Audit Report

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