



Alcohol & drugs policy

Quattro (UK) Limited has a policy of offering assistance to staff who advises that they have an alcohol or drug related problem.

Such staff must, however, advise their Manager that they wish to take advantage of this at the earliest opportunity. Subsequent discovery or disclosure prompted by the requirement to be screened will not be acceptable.

Quattro (UK) Limited will monitor the results of screening tests to identify trends in the level of alcohol and drug abuse across the company in order to ensure that the risk from drug or alcohol abuse on company operations is as low as reasonably practicable.

The misuse of drugs or alcohol by individuals can lead to an increased risk of accidents or incidents; hence, Quattro (UK) Limited aims to reduce these risks by the implementation of this Policy, together with its supporting procedures.

We are fully committed, via the direct involvement of top level management, to:

- Ensuring that the Company complies with relevant legislation relating to substance abuse at work, including without limitation, the Health and Safety at Work Act, the Transport and Works Act and the Misuse of Drugs Act
- Take a proactive approach to ensure that our workplace is a drug and alcohol free environment as part of our commitment to ensuring a safe and productive workplace, by ensuring that all relevant individuals are aware of this Policy and that anyone who declares (pre-testing) a drug, alcohol or substance related addiction or habit is given the necessary support
- Undertake measures to prevent persons attending work under the influence of illegal drugs, misused prescribed or over-the-counter medication or alcohol, using a testing regime; and provide information, instruction and awareness training to all relevant individuals on the health effects of alcohol and illegal drug use, the principles of this Policy and the repercussions of a breach of it (including disciplinary procedures and dismissal)
- Review the Company policy and procedures at least annually taking into consideration any changes in legislation, company organisation or economic circumstances, thus ensuring that the system remains relevant and appropriate to our activities

Eamon O'Loughlin Managing Director

A handwritten signature in black ink, appearing to read "Eamon O'Loughlin".

Date: 14.01.2026

Review Date: 13.01.2027