Company Alcohol & Drugs Policy Statement

All employees who work for MPB should be aware that while working for MPB, may be subjected to random and for-cause testing for the presence of alcohol and/or illegal drugs.

Employees should therefore:

- Not present themselves for work if they are unfit, due to alcohol or drugs.
- Not present themselves for work if they have just consumed or taken drink or drugs.
- Not be in possession of drink or drugs in the workplace (including the van).
- Not consume or take drink or drugs whilst at work

If employees are on prescribed medication or are taking medicines that may make them drowsy, e.g. cold cures, Solpadine, they should advise their Doctor and seek alternatives AND report the fact to their Construction Manager or Line Manager.

If employees are considered unfit for work, then we have a legal duty to test their blood, urine or breath for drink or drugs. For the purpose of this policy an unfit state through consumption of alcohol is defined as detection by testing of:

- More than 80 milligrammes per 100ml of blood;
- More than 35 microgrammes of alcohol in 100ml of breath; or
- More than 107 milligrammes of alcohol in 100ml of urine.

This is known as a 'positive result' of an alcohol test. Any traces of illegal drugs, such as Cannabis, Cocaine, Amphetamines, Barbiturates, Methadone's etc. found will be deemed a positive test result. The above thresholds are identical to those of the English "Drink-Drive" limits.

If proved positive the individual will be immediately suspended, removed from the Contract and possibly the Company. Testing will be carried out by Company-approved medical providers or suitably trained MPB Staff.

MPB is not looking to victimise employees who admit to having a drink or drug related problem, and will help those who approach the Company for help, if this admission is not made at the time proposed tesing is about to occur. If you have or think that you may be developing an alcohol or drug related problem then you must advise your Line Manager immediately so that the help procedures can be applied. Disclosure or discovery of a problem prompted by a positive test result or an impending test is not acceptable.

All employees are strongly advised to ONLY drink in moderation during the week and preferably abdtain from consuming alcohol in the 12 hours before commencing a shift. Don't forget to take into account any on-call, weekend or night shift work.

Unannounced drug & alcohol testing will be carried out across our sites throughout the year, on a random selection of staff and operatives and our sub-contractors on a no-notice basis.

For-cause screening will be carried out with no notice if there are reasonable grounds for someone to be suspected of being under the influence of alcohol and/or drugs or if their

behaviour prompts it or if there has been an incident or accident in the work area

A refusal to undertake any of the above tests would be deemed to be a positive result resulting in the same disciplinary action as if tested positive. If you fail to turn up for an arranged test without good reason accepted by the Safety & Sustainability Director, you will be considered as having refused the test.

This policy will be reviewed at least annually.

Martin Cragg
Safety & sustainability Director
MPB Structures Limited
30th June 2026