



DRUGS AND ALCOHOL POLICY STATEMENT

Afan Group is committed to maintaining a healthy and productive workplace through the highest standards of safety and employment practice, concern for the environment and the reduction of risk in all its areas of activity.

Afan Group recognises that the use of illegal drugs, misuse of legal drugs (including solvents) and the abuse of alcohol can impair job performance at work and can be a serious threat to safety, health, productivity and the environment.

All Afan Group staff, sub-contractors, labour agencies, consultants and any of their employees are required to comply with this policy when providing services at Afan Group locations or when on Afan Group business. Afan Group will ensure that they are made aware of this policy as part of any induction and communication procedures.

No member of the Afan Group staff, work force or sub-contractors, labour agencies, consultants and any of their employees shall:

- Report for duty under the influence of alcohol or illegal drugs, or the misuse of legal drugs (including solvents).
- Report for duty in an unfit state due to the use of alcohol and / or illegal drugs, or the misuse of legal drugs (including solvents).
- Consume alcohol or illegal drugs, or misuse legal drugs (including solvents) whilst on duty.

Afan Group reserves the right to test 'with cause' if any of the above characteristics are suspected. In addition, Afan Group will, subject to any overriding client restrictions, carry out:

- Mandatory drugs & alcohol testing at induction, and
- Random testing

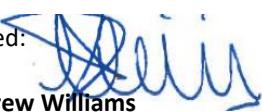
at all its sites and offices.

All those engaged to work with Afan Group on a site with specific client requirements are expected to comply fully with the provisions and working practices on that site including any additional client specific requirements.

All work activities will be carried out with proper regard for this policy and associated procedures.

Any worker who refuses to undertake a test or receives a positive test result will be considered to be in breach of this Policy and will be excluded from their place of work and will be liable to disciplinary action, which ultimately may result in dismissal. Any person so excluded may be refused access to any Afan Group site/office in the future.

Signed:


Andrew Williams
Managing Director
Date: January 2026