



STATOM HOLDINGS Limited (Statom Group Limited, Statom Group North Ltd, Statom Plant Ltd, Statom Remediation Ltd, Demoforce Group Ltd, FL-Facilities Group Ltd, Slipform Technology Ltd, Spark Tech MEP Ltd, Franki Foundations UK Ltd, Martello Piling Ltd) ("Statom", "the Company", "we", "us", "our").

We are committed to high standards of professional conduct, integrity and accountability. As a leading civil engineering and construction organisation, we recognise that the behaviour and standards of our people are fundamental to safety, quality, effective collaboration and our reputation as a trusted industry leader.

Everyone working for or on behalf of the Company must act with professionalism, respect and responsibility, follow Company policies and lawful instructions, and raise concerns promptly where safety, wellbeing, integrity, data or legal compliance may be at risk.

1. Purpose

This policy protects employees, contractors, clients and the public from risks caused by alcohol, illegal drugs, misuse of medicines or other impairing substances. It is particularly important in construction, driving, plant operation, lifting, work at height and other safety-critical activities.

2. Scope

This policy applies to employees, workers, apprentices, agency workers, contractors and other personnel working for or on behalf of Statom on Company or client premises, sites, vehicles, accommodation and work-related activities.

3. Core standard

- Do not report for or remain at work while impaired by alcohol, illegal drugs, misused medication or another substance.
- Do not possess, consume, supply, sell or distribute illegal drugs at work or on Company/client premises.
- Alcohol must not be consumed during working time or on site unless specifically authorised for a work-related event and the individual is not undertaking safety-critical work, driving or otherwise at risk.
- No individual may drive, operate plant or machinery, work at height or undertake another safety-critical task if impaired or if medication/substances may make the activity unsafe.

4. Medication and health information

Employees do not need to disclose a diagnosis or the name of every prescribed medicine to a line manager. They must, however, tell their manager or HR/Occupational Health where medication, treatment or a health condition may affect alertness, coordination, judgment, driving, plant operation or another safety-critical duty. Health information will be handled confidentially and only the necessary work restrictions or adjustments will be shared.

5. Reasonable suspicion and immediate safety action

Where there are reasonable grounds to believe a person may be impaired, the manager must prioritise safety, remove the individual from safety-critical work, arrange safe supervision or transport where necessary, and contact HR/SHEQ. The manager must record objective observations and must not diagnose intoxication solely from appearance or behaviour.

6. Screening and testing

Statom may use alcohol or drug screening where there is a legitimate and proportionate safety or contractual justification. Testing may include pre-placement/safety-critical screening, random testing for designated safety-critical populations, post-incident testing, reasonable-cause testing or testing required by a client or principal contractor, provided the arrangement is lawful and appropriately communicated.

- Employees must be informed of the purpose, circumstances and consequences of testing.
- Consent is required for practical and legal reasons. A refusal does not permit forced testing, but an unreasonable refusal where there are proper grounds and a clear contractual/policy requirement may be investigated as a conduct matter.

- Testing must use appropriate chain-of-custody and quality controls and, where necessary, confirmatory laboratory analysis.
- Results are health/personal data and must be restricted, securely retained and processed under the Data Protection Policy.
- A non-negative screening result should not by itself be treated as conclusive misconduct where confirmatory testing is required.

7. Support and dependency

Statom encourages employees to seek help early. Where an employee discloses a dependency or substance misuse problem before a serious incident or misconduct occurs, the Company will normally consider support, Occupational Health, treatment options, temporary adjustments or leave where appropriate. Safety remains paramount and support does not prevent disciplinary action for serious misconduct, dealing, deliberate safety breaches or other unacceptable conduct.

8. Searches and possession

Any search of personal belongings, vehicles, lockers or accommodation must be authorised, proportionate, respectful and consistent with contractual rights, privacy and site rules. Suspected illegal possession or supply may be reported to the police where appropriate.

9. Driving and travel

Employees must comply with road traffic law and must not drive a Company, hire or personal vehicle for work while impaired. Managers must not require a person to drive home where impairment is suspected. Safe alternative transport should be considered.

10. Breaches and disciplinary action

Impairment at work, illegal possession or supply, serious safety breaches, tampering with a test, knowingly false information or unjustified refusal to comply with a lawful safety control may result in disciplinary action up to and including dismissal or termination of engagement. Each case will be investigated fairly and proportionately.

11. Related policies

- Health and Safety Policy
- Disciplinary Policy
- Mental Health, Wellbeing and Work-Related Stress Policy
- Absence and Time Off Policy
- Data Protection, GDPR & Cyber Security Policy
- Mobile Phone and Driving/Vehicle procedures where applicable

Authorisation and review

SIGNED



Gavin Hunt
Chief Development Officer

Review: Annually
Date: 01/06/2026
Next Review: 01/06/2027

SIGNED



Martina Oyite
Chief People Officer

Review: Annually
Date: 01/06/2026
Next Review: 01/06/2027

*Review: Annually or earlier where legislation, guidance, Company practice or operational requirements change.
This policy is subject to annual review and approval by the Board.*