



Owlshall Environmental – PL-001 Alcohol & Drugs Policy Statement

The Company has adopted a policy which prohibits any employee, whilst carrying out work on behalf of the Company, from:

- Being in possession of alcohol, drugs or substances capable of abuse.
- Consuming alcohol, drugs, or engaging in substances abuse.
- Reporting for work having consumed alcohol, drugs, or solvents. This includes prescribed drugs without informing their supervisors and having first confirmed with their doctor that the drugs would not affect their fitness for work.
- Trading of alcohol, drugs and substances of abuse, or permitted others to use them.

Craig Finbow: Managing Director

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Signed:

A handwritten signature in blue ink, appearing to read "cfinbow".

Date: 03/01/2026

Policy review date: 03/01/2027