

**E McMullan Ltd - Alcohol & Drugs Policy Statement**

E McMullan Ltd is committed to providing a safe, healthy and productive environment for all employees, contractors, customers and visitors involved with its operation. To ensure this is possible, this document outlines the company's policy in relation to alcohol, drugs and substance misuse.

The misuse of drugs, alcohol or similar substances has a wide variety of costs for both the employee and employer. Employees who abuse substances may have impaired judgement, safety awareness and their work performance may be adversely affected. Any employee in this state puts themselves at risk and poses a danger to their colleagues, clients and the general public. They can also put the company at risk commercially and may bring it into disrepute.

All employees are expected to attend work in a fit and appropriate state without impairment from the use of alcohol, drugs or similar substances. Whether an employee is fit for work is a matter for the reasonable opinion of management.

Approved: Eoin McMullan  
Signed: *Eoin McMullan*

Date: 03/02/2025