



DRUGS AND ALCOHOL POLICY STATEMENT

The Company enforces a zero tolerance policy in respect of the consumption of alcohol or drugs by any employee or contractor that may have an effect on their performance and awareness in carrying out tasks during work time.

The aims of this Policy are to ensure compliance with relevant legislation relating to substance abuse at work including the Health and Safety at Work etc. Act 1974 and the Misuse of Drugs Act 1971.

We ensure that all of our employees and contractors are aware of this policy and that anyone who declares a related addiction or habit is given the necessary support.

We maintain the right to carry out random checks to ensure all employees and contractors are not attending work under the influence of drugs or alcohol.

Employees are also made aware that they must advise management when taking prescribed drugs that may affect performance and that work attendance during these periods will be at the discretion of management.

A handwritten signature in black ink, appearing to read "A. Campbell", is enclosed within a simple black rectangular box.

Andrew Campbell
Chief Executive Officer
Locker Group Ltd

13th January 2023

