

MIDA Civil Engineering Ltd recognises the importance of maintaining a healthy and productive workplace through the highest standards of safety and employment practice, and the reduction of risk in all its areas of activity. This *policy* is a declaration of the *Board of Directors* intent to provide a safe and healthy working environment free from the inappropriate use of alcohol and drugs in all our undertakings.

We recognise 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 staff, sub-contractors, staff and labour agencies, consultants and any of their employees are required to comply with this *policy* when providing services at *MIDA Civil Engineering Ltd* locations or when conducting *MIDA Civil Engineering Ltd* related business. We will ensure that they are made aware of this *policy* as part of our induction and communication procedures. In addition, we will ensure that any employee who voluntarily declares a drug, alcohol or substance related addiction or habit is provided with the appropriate advice and support.

No member of *MIDA Civil Engineering Ltd* staff, workforce or sub-contractors, labour agencies, consultants and any of their employees shall:

- Report for duty under the influence of alcohol (above 80 milligrams of alcohol per 100 millilitres of blood or 35 micrograms of alcohol per 100 millilitres of breath) or illegal drugs, or the misuse of legal drugs (including solvents).
- Report for duty in an unfit state due to the use of alcohol (above 80 milligrams of alcohol per 100 millilitres of blood or 35 micrograms of alcohol per 100 millilitres of breath) 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.

MIDA Civil Engineering Ltd reserves the right to test 'with cause' if any of the above characteristics are suspected. In addition, we will, subject to any overriding client restrictions, carry out:

- Undertake drug and alcohol testing as part of the induction process.
- Random drugs and alcohol testing at all its sites and offices - 10% of MIDA personnel annually.
- Carry Out Drug and Alcohol testing following any incident involving plant on site.

All those engaged to work with *MIDA Civil Engineering Ltd* 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 *MIDA Civil Engineering Ltd* 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 in breach of this *policy* and will be excluded from their place of work.

Those that fail test as part of the induction process will not be permitted to start employment.

Drug and Alcohol Policy



Any person so excluded may be refused access to any *MIDA Civil Engineering Ltd* site/office for a period of 6 months until a clear test result can be issued, and this must be authorised by a *director* before being allowed to commence working with *MIDA Civil Engineering Ltd*.

Any *MIDA Civil Engineering Ltd* employee found to be in breach of this *policy* will be liable to disciplinary action which may ultimately result in dismissal. Any employee engaged by a sub-contractor or through agencies or consultancies found to be in breach of this *policy* will be subject to exclusion from the *MIDA Civil Engineering Ltd* site/office.

Signed:

A handwritten signature in black ink, appearing to be 'James Brown', written over a horizontal line.

Date: 23rd February 2026

James Brown

Regional Managing Director