

Sirius-ES is committed to providing a safe, healthy, and secure environment for all our employees and for those affected by its operations and activities.

This policy defines the **Sirius-ES** position regarding alcohol and drugs in the workplace.

OBJECTIVE

- This policy is designed to eliminate the risks inherent in the use or abuse of drugs, alcohol, or other substances – providing our employees with a safe workplace.

IMPLEMENTATION

- Sirius-ES is a drug and alcohol-free workplace.
- The use of or being under the influence of illegal drugs and/or alcohol is inconsistent with the behavior expected of Sirius-ES employees.
- The use of drugs and alcohol by any employee while on duty, while on Company premises or in any company vehicle, or while on any job site of a customer, is **prohibited**.
- Anyone suspected of being impaired due to alcohol, substance abuse or taking of drugs, legal or illegal, must immediately be removed from the workplace.
- Sirius-ES has a '**zero tolerance**' to drugs and alcohol. Employees are not permitted to work while under the influence of drugs or alcohol.
- This policy applies to all Sirius-ES employees and sub-contract employees whilst at their workplace and visitors to company premises or workplace
- A formal review of this policy will be conducted on a periodical basis.

RESPONSIBILITIES

- **All staff** have a personal responsibility in ensuring their personal compliance and in ensuring that all those who enter the premises are made aware of the policy.
- **Management** are responsible for:
 - Making sure all employees and visitors are made aware of this policy
 - Managing the implementation and review of this policy

NON-COMPLIANCE

- Disciplinary procedures will be followed if employees do not comply with this policy.

Reviewed and approved:
01st September 2025

Alexander Buchner
CEO