

DRUGS AND ALCOHOL POLICY

The policy applies to all employees and sub-contractors of Phoenix Brickwork (UK) Ltd, visitors and persons attending any of its sites. Any person suspected as being under the influence of either drugs or alcohol so that their ability to carry out their duties is affected or their actions endanger the Health & Safety of others, will be removed from safety-critical activities pending investigation and may be subject to disciplinary procedures in accordance with Company policies.

Phoenix Brickwork (UK) Ltd reserves the right to carry out Drugs & Alcohol testing following serious accidents/ incidents or at any other time the Company deems necessary. Refusal to be subjected to a test either by Phoenix Brickwork or one of its Clients, may be treated as a failure to comply with Company procedures and may result in disciplinary action.

Employees and subcontractors must inform management where prescribed medication or other substances may affect their ability to work safely.

The possession, use, distribution, or supply of illegal drugs on Company or client premises is strictly prohibited.

The Company may, where appropriate, provide support or encourage individuals to seek professional assistance relating to drug or alcohol dependency issues.

Any testing information or personal data obtained under this policy shall be handled confidentially and in accordance with UK GDPR and Data Protection Act 2018 requirements.

This document forms part of our Integrated Management System which conforms to ISO 9001 (Quality Management) and ISO 14001 (Environmental Management) as well as ISO 45001 (Occupational Health & Safety Management).

This statement will be reviewed annually, in addition to when there are changes in legislation or there is a significant change to the business activities and will be re-communicated to all who may be affected.

Signed:



Mr Christian Watson
Group Chairman

30th October 2025

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