

Substance Misuse Policy Statement

2025



This statement is made by Trent Instruments Ltd with regards to Substance Misuse.

Trent Instruments Ltd is committed to providing a safe, healthy and productive working environment for all employees, contractors, customers and visitors involved in its operation. This includes ensuring that all staff are fit to carry out their jobs safely and effectively in an environment which is free from alcohol and drug misuse. The consumption of alcohol and drugs has implications for health and safety at work since these substances impair co-ordination, judgement and decision making; as such this is a policy matter.

Policy

The purpose of this policy is to increase awareness of the effects of alcohol and drug misuse and its likely symptoms and to ensure that:

- All staff are aware of their responsibilities regarding alcohol and drug misuse and related problems.
- Staff who have an alcohol or drug-related problem are encouraged to seek help, in confidence, at an early stage.
- Staff who have an alcohol or drug-related problem affecting their work are dealt with sympathetically, fairly and consistently.

As a supplier of safety critical items to the rail industry we will not accept staff arriving at work under the influence of alcohol or drugs, and/or whose ability to work is impaired in any way by reason of the consumption of alcohol or drugs, or who consume alcohol or take drugs (other than prescription or over the counter medication, as directed) on our premises.

We operate a rolling programme of random drug testing (annually), this testing is conducted by an external provider. If any staff test positive for illegal narcotics, the Company will consider this to amount to gross misconduct and follow the disciplinary policy accordingly.

The board has overall responsibility for the effective operation of this policy and for ensuring compliance with discrimination law. The Managing Director has overall responsibility for the day-to-day operational responsibility for this policy.

This policy statement will be reviewed annually unless circumstances dictate it should be reviewed more frequently. The last review of this policy was on **30.07.2025**.

Mark Buckley
Managing Director

A handwritten signature in black ink, appearing to read "Mark Buckley", written over a light blue horizontal line.