

Trident Lifting Solutions

Policy Statement - Trident Lifting Solutions Limited ("Trident", "the Company")

Trident Lifting Solutions Limited is committed to high standards of professional conduct, integrity and accountability. As a specialist lifting and crane solutions provider operating in safety-critical environments, we recognise that the behaviour and standards of our people are fundamental to building a strong, respectful culture and protecting our reputation as a trusted industry leader.

We expect everyone working for or on behalf of the Company to act with professionalism, respect and responsibility at all times, reflecting our values and supporting a positive working environment. Clear standards of behaviour are essential to ensure safety, quality and effective collaboration across our projects and teams.

Trident recognises the potential risk of impaired safety performance through the consumption of alcohol and/or the use of non-prescription drugs or substances. The policy of the Company is to prohibit consumption or introduction of intoxicants/alcohol, or the introduction or taking of drugs on Company premises; prohibit their use or consumption at work; during periods, immediately prior to working hours where the effects would continue into working hours.

Employees / Personnel should therefore:

- Not present themselves for work if they are unfit, due to alcohol or drugs
- Not present themselves for work if they have just consumed or taken alcohol or drugs
- Not be in possession of alcohol or drugs in the workplace
- Not consume or take alcohol or drugs whilst at work

If employees / personnel are considered unfit for work, then the company has a duty to carry out tests to ascertain the use of alcohol or drugs

If employees / personnel are on prescribed medication, they should report the fact to their line manager to implement the policy the company shall:

- Carry out screening when contractually required to do so and where the necessity for screening to be carried out is recognised through circumstances.
- Prohibit the consumption or introduction of intoxicants/alcohol, or the introduction, taking or dealing in unauthorised drugs/illegal substances whilst in the work environment or on Company premises.
- Ensure that persons do not report for work if they are unfit through alcohol or drug abuse.
- Carry out random alcohol and/or drugs test whilst personnel are at work.
- Maintain confidentiality within the constraints of the law on the drug or alcohol problems of individual staff members. This policy will be reviewed on an annual basis and will be communicated to all persons working for and on behalf of Trident Group Ltd.

AUTHORISED AND SIGNED

SIGNED



Chris Conway
Director

Review: **Annually**
Date: **28/08/2026**
Next Review: **28/08/2027**

SIGNED



Martina Oyite
Chief People Officer

Review: **Annually**
Date: **28/08/2026**
Next Review: **28/08/2027**