



KNIGHTS ENERGY
for professional Solar Solutions

DRUG AND ALCOHOL POLICY

For Emergency Call Knight & Apps Ltd HSE Department

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Knight & Apps Ltd is committed to a drug and alcohol free working environment. Knight & Apps Ltd has developed this in order to prevent abusive behavior related to their consumption, and the preservation of a good working environment by:

- ✚ Maintaining awareness throughout the workforce on the dangers of alcohol and drugs at the workplace.
- ✚ Educating the employees on their responsibility to report any use of prescribed medication that may affect their ability to work safely.
- ✚ Testing employees before employment, on a random basis to enforce the Knight & Apps Ltd Drug & Alcohol free workplace policy.
- ✚ Testing all personnel involved in any accident/Incident as a part of the investigative process.
- ✚ Barring anyone suspected or reported to be under the influence of drugs and/or alcohol from gaining access to our sites or operations
- ✚ Performing tests in case of suspected drug or alcohol influence, before allowing the concerned personnel to resume work. Positive results will lead to disciplinary action against him/her. In cases a personnel is dismissed from site due to drug and alcohol abuse, he/she will not be eligible to go to other Knight & Apps Ltd sites.
- ✚ Ensuring the secured storage and use of acceptable substances such as industrial spirits or medication drugs.

All the above as per our company manual shall apply to Knight & Apps Ltd permanent, temporary or contracted employees. It shall also apply to staff on assignment outside of Knight & Apps Ltd premises.

8th January 2024

MR. FRANCIS ROMANO
DIRECTOR
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