

DRUG AND ALCOHOL

POLICY STATEMENT

Document Number	Document Title	Issue Date	Revision
NB-QHSE-POL-004	Drug and Alcohol Policy Statement	April 2026	Rev 01

Neon & Baker Solutions Limited operates a zero-tolerance Drug and Alcohol Policy. The use, possession, distribution, or sale of illegal drugs, controlled substances, or alcohol on Company premises, on Company-controlled work sites, or while engaged on Company business is strictly prohibited and is grounds for summary dismissal.

To deliver this commitment, the Company will:

1. Conduct pre-employment drug screening for every new hire prior to deployment, with a clear pass result required for confirmation of employment.
2. Conduct random drug screening on a stratified random sample basis, no less than once per quarter, across the workforce and deployed personnel.
3. Conduct reasonable suspicion testing where a supervisor observes behaviour suggestive of impairment, with a documented record of the basis for the suspicion.
4. Conduct post-incident testing for any incident requiring medical treatment, any property damage exceeding a defined threshold, or any near miss with serious potential.
5. Operate a random search programme covering bags, lockers, and vehicles entering Company-controlled work areas, with notice given at orientation and at every site induction.
6. Maintain a confidential employee assistance referral pathway for any employee who self-discloses a substance issue prior to a positive test result, with no penalty applied to a self-disclosure made in good faith.
7. Apply equivalent standards to all subcontractors and partners deployed on Company work scopes, with verification of their drug and alcohol programmes at qualification and at mobilisation.
8. Coordinate with operator drug and alcohol programmes on every client site and apply the stricter of the two regimes where they differ.

Any positive test result, refusal to test, attempted tampering with a sample, or possession of prohibited substances is treated as gross misconduct and is grounds for immediate suspension pending investigation, with summary dismissal as the standard outcome on confirmation. This Policy is delivered through Section 6.1 of the Integrated QHSE Manual (NB-QHSE-MAN-001).

Approved and issued under the authority of:



Nneka Princess Obike
Managing Director
Neon & Baker Solutions Limited
Date: April 2026

This Policy is displayed at the Lagos office, distributed to every employee on hire, communicated to every subcontractor and partner at engagement, and made available to clients, regulators, and host communities on request.