

DRUGS & ALCOHOL POLICY

APRIL 2026



Established in 1996, Uninterruptible Power Limited (part of the Rehiko Group), is an established and well-respected company with a reputation based upon, passion, quality, innovation, reliability & integrity of power protection products, service excellence and customer satisfaction.

We undertake to comply with applicable legislation concerning the use and misuse of drugs and alcohol. To protect the health, safety and wellbeing of our employees, customers and others, we require all individuals to be fit for work and operate a zero-tolerance approach to working while under the influence of drugs or alcohol.

This policy applies to all employees and those working with us or on our behalf, where activities fall within the scope of our operations. Other group entities maintain aligned local arrangements where applicable in adhering to this policy, the following rules apply:

Alcohol

- Working while under the influence of alcohol, or consuming alcohol during working hours or while on duty, is prohibited.

Drugs

- Being under the influence of a controlled substance whilst working is prohibited.
- The possession, distribution or sale of illegal drugs or any associated materials whilst on duty is prohibited and is illegal.

Prescription drugs

- Where a side effect of taking a prescription drug is that it may adversely affect an individual's ability to carry out work safely, then the matter should be brought to the attention of a member of the senior management team. It is their responsibility to obtain advice on the type of work the person in question should be allowed to undertake.
- Any information disclosed will be treated sensitively and confidentially, and no action will be taken solely as a result of lawful prescription drug use where the individual is fit for work.

Returning to work after the use of a controlled substance

- Individuals may return to work once they have been declared fit by a suitably qualified medical practitioner. Any support, monitoring or adjustments will be proportionate to the circumstances and role, with the aim of maintaining safety and supporting recovery where appropriate.

Any reported breaches of this policy will be investigated and may lead to disciplinary action. In the case of contractors or suppliers, this may include termination of contract and, where appropriate, reporting to the relevant authorities.



Rehiko

Rehiko Uninterruptible Power Ltd. Woodgate, Bartley Wood Business Park, Hook, Hampshire, RG27 9XA

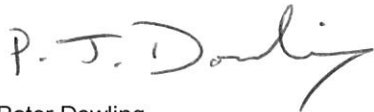
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Rehiko is the new name for Kohler Uninterruptible Power

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The Managing Director has overall responsibility for ensuring that this policy is complied with. It will be reviewed at least once a year and at such other times as required, to ensure it remains appropriate to the requirements and objectives of our business. It is communicated to employees through induction and ongoing communications and is available to relevant interested parties on request and via our website.



Peter Dowling
Managing Director
April 2026

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