

DRUGS & ALCOHOL POLICY

JANUARY 2025

KOHLER | UNINTERRUPTIBLE
POWER

Established in 1996, Uninterruptible Power Limited (part of the Rehlko 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 work with a wide range of customers in a multitude of sectors including financial services, telecommunications, IT, retail, transport, government, power, oil, gas, water, education, medical, leisure and manufacturing industries.

We undertake to comply with all current legislation concerning the use and abuse of drugs and alcohol and operates a zero-tolerance policy regarding such abuse.

This policy applies to all employees and those working with us or on our behalf, wherever they operate.

In adhering to this policy, the following rules apply:

1. **Alcohol**
 - a. Working whilst under the influence of alcohol is prohibited.
 - b. Consumption of alcohol whilst working is prohibited.
2. **Drugs**
 - a. Being under the influence of a controlled substance whilst working is prohibited.
 - b. The possession, distribution or sale of illegal drugs or any associated materials whilst on duty is prohibited and is illegal.
3. **Prescription drugs**
 - a. 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.
4. **Returning to work after the use of a controlled substance**
 - a. Individuals may be reappointed once they have been declared fit by a medical practitioner and shall be subject to a level of monitoring commensurate with the abuse they have suffered.

Any reported breaches of this policy will be investigated and may lead to disciplinary action or in the case of suppliers the termination of their contract and the reporting of the offence to the authorities.

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.



DAVID RENTON
Managing Director
January 2025



Kohler Uninterruptible Power

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Kohler Uninterruptible Power is part of Rehlko, the new name for Kohler Energy.