



Alcohol and Drug Testing – Mega Flex

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Purpose

This Procedure outlines MFX Alcohol and Drug policy and supports the objectives of Occupational Health & Safety Policy. It promotes health and safety in the workplace and seeks to minimize the risk of injury to personnel.

This Procedure:

- Outlines the responsibilities of Personnel, Management and MFX in relation to the effects of alcohol, medications and other drugs in the workplace;
- Describes how drugs and alcohol issues will be fairly and consistently managed;
- Specifies how alcohol and drug testing will be conducted;

Scope

This procedure applies to all personnel who intend to access a MFX's workplace (e.g. worksites and offices) including, but not limited to, employees, temporary staff, sub-contractors, other service providers and visitors. All personnel at a MFX's workplace shall comply with this procedure as a condition of access.

When Employees are formally representing MFX outside these recognised workplaces, and alcohol is provided and consumed, responsible consumption is encouraged.

Obligations

All personnel shall comply with this procedure for management of alcohol & drugs. As stated in the site rules, it is forbidden to be under the influence of alcohol and/or drugs. These rules are also communicated to all subcontractors, suppliers and other companies contracted to work for MFX.

All employers have an obligation to ensure that, as far as reasonably practical, those workers unfit to drive because of alcohol or drugs are transported to their home or to an alternative suitable place to allow recovery.

Where an unacceptable risk is identified the situation must be managed to remove or minimise the risk.

Zero tolerance

Consumption of alcohol and drugs, either on or off the job, can have adverse effects upon the workplace, the integrity of the work product, the safety of other staff, and the ability to accomplish the goal of an alcohol and drug free work environment. Therefore, MFX enforces a zero-tolerance approach to personnel accessing MFX's workplaces, whose ability to work may be impaired in any way by the consumption of alcohol or drugs, or who consume alcohol or drugs on MFX workplaces.

MFX strictly prohibits the use, making, sale, purchase, transfer, distribution, consumption, or possession of prohibited alcohol or drugs on MFX workplaces.

MFX reserves the right to undertake random alcohol and drug testing on all personnel who intend to access a MFX's workplaces, as well as part of an accident/incident investigation.

Duty of care

The misuse of alcohol and medications, and the use of other drugs can have serious consequences in the workplace. MFX has an obligation under the Danish Working Environment Act to provide a safe

workplace. It shall therefore act when the health or safety of people in the workplace is affected by substance misuse.

The employees shall cooperate to ensure that the working conditions are safe and without risks to health Danish Working Environment Act and, therefore, must present themselves for work in a fit state to carry out their work activities in a way that does not expose themselves, their co-workers or other people in the workplace to unnecessary risks to health and safety.

MFX owned and leased vehicles

At all times the driver must be fit to drive and have a blood alcohol content BAC (Blood Alcohol Concentration) reading of 0.00%.

MFX' s vehicles are not to be driven by MFX employee following a positive alcohol or drug test conducted by MFX until approval is given by the person's line manager.

Definitions

Table 1: Definitions

Term	Definition
Alcohol	Intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols in methyl and isopropyl alcohol, no matter how it is packaged or in what form the alcohol is stored, utilised or found
Blood Alcohol Concentration (BAC)	Concentration of alcohol in the blood measured as a percentage e.g., an individual with 0.1% BAC has 1-part alcohol to 1,000 parts blood
Drug	Prescription medications, non-prescription medications or other substances that have a physiological effect on the body (either itself or its metabolites)
Fit for work	A person that is in a state (physical, mental and emotional) which enables them to perform assigned tasks competently and, in a manner, which does not threaten or compromise the safety or health of themselves or others.
Formally representing	When an Employee has been requested to attend a function/event on behalf of the organisation
Initial testing	A valid method used to exclude the presence of alcohol and/or drugs
Negative result	A test result at or below the target level following second testing
Personal data	Any information that relates to an identified or identifiable living individual. Different pieces of information, which collected can lead to the identification of a particular person, also constitute personal data
Positive result	A test result above the target level following second testing
Post incident testing	The process of conducting A&D testing for all persons involved in significant incidents (actual or potential consequence)
Random testing	The process of randomly selecting persons using an unbiased process for participation in A&D testing
Reasonable suspicion testing	The process of conducting testing when a responsible person has cause to believe a person(s) may be impaired due to the use of A&D
Responsible person	Person able to access the fitness to work of persons in the workplace, based on or characterized by good judgment or sound thinking
Self-testing	Where a person elects to undertake a A&D to determine the presence of alcohol and/or drugs and their level of intoxication

Term	Definition
Significant incident	Any accident or event that occurs in the course of work which results in personal injury, vehicle damage, property damage and/or any incident that has the potential for significant risk of harm or injury to persons or equipment.
Substance	Any substance which chemically modifies the body's function resulting in psychological or behavioural change. In this context, substance includes, but is not limited to alcohol, intoxicating products and medication, and includes legal and illegal products
Tester	Person authorised by MFX to conduct breath analysis and oral swab testing
Worker	<ul style="list-style-type: none"> • an employee, or • a contractor or subcontractor, or • an employee of a contractor or subcontractor, or • an employee of a labour hire company or • an outworker, or • an apprentice or trainee, or • a student gaining work experience, or • a volunteer.
Workplace	All areas and associated infrastructure controlled (including leased premises) by the MFX where work is carried out and includes any place where a worker goes, or is likely to be, while at work.
Prescription medication	Drugs legally prescribed by a Medical Practitioner

Roles and Responsibilities

Table 2: Roles and Responsibilities

Role	Responsibility
All Personnel	<ul style="list-style-type: none"> • Must not commence work, continue work or drive MFX vehicles or any vehicle on MFX workplace if they are not fit for work or if they are impaired by the influence of A&D that may affect their ability to safely perform their duties. • In the case of prescription or pharmaceutical drugs, employees must discuss with their doctor or pharmacist whether their medication will impair them and adversely affect their ability to undertake their duties safely and notify their immediate supervisor as required. • Declare the use of over the counter and prescription medications and provide evidence from their medical practitioner of prescription use of drugs, before a test being performed. Medication of use cannot be retrospectively declared. • If unsure as to the state of their fitness for work, they must notify their Supervisor or Manager • Notify their supervisor (host if visitor) if their work performance is likely to be affected by alcohol and/or drug use. • Participate in alcohol and/or drug tests if requested. • Maintain all positive alcohol and drug tests confidential by the parties notified and the notifying parties. • Notify their supervisor or other responsible person immediately if they suspect or know others in the workplace are A&D impairment
Breathalyser Operator	<ul style="list-style-type: none"> • Perform and facilitate on site testing. • Ensure that any incident relating to a confirmed positive result from testing for drugs and alcohol is documented and that the Site Manager is notified; • Report Monthly to the HR Manager on number and location of tests; • Maintain confidentiality of all employees tested.
HR Team	<ul style="list-style-type: none"> • Provide all personnel with awareness training in relation to A&D testing in the workplace. • Record, maintain and analyse A&D test data. • Ensure the requirements of this procedure are enforced based on A&D test results. • Periodically review and update this procedure as required. • Ensure employees / contractors involved in A&D testing receive and maintain training commensurate with their roles. • Coordinate resources to facilitate A&D testing. • Ensure A&D test equipment and supplies are serviced, calibrated and maintained as appropriate. • Notify parties of positive tests.
HR Manager	<ul style="list-style-type: none"> • Provide support for Managers in enforcing this Procedure, including any disciplinary action. • Maintain confidentiality of results, reports and actions. • Ensure that during recruitment processes, prospective employees are advised that testing for alcohol and drugs is undertaken.

Role	Responsibility
Manager/Supervisor (Department Managers)	<ul style="list-style-type: none"> Responsible for taking prompt and appropriate action whenever there is a report or they have reasonable cause to suspect that, an individual may be impaired. Ensure the procedure is understood and applied across their department. Ensure all staff in their group are informed about the A&D procedure. Apply appropriate Human Resources (HR) procedures to those in breach.
HR Department	<ul style="list-style-type: none"> Ensure this procedure is maintained, implemented, periodically reviewed and updated as required. Ensure that the worker's introduction process includes information that testing for alcohol and drugs is undertaken.
CEO/COO	<ul style="list-style-type: none"> Approve this procedure after each review.
Project Manager	<ul style="list-style-type: none"> Implement this procedure at the workplace. Monitor the application of this procedure.
Sub-contractor	<ul style="list-style-type: none"> Comply with the requirements of this Procedure or safe directions given under this Procedure. Provide feedback on improvements to this Procedure

Data protection and Confidentiality

<https://megaflex.dk/persondatapolitik/>

Calibration of testing equipment

Calibration and maintenance will be performed according to supplier information.

Consent to testing

Any worker shall be deemed to have breached the site rules and will automatically be deemed to have returned a confirmed positive test result in the following circumstances:

- Refusal to undergo an alcohol and drug test after being selected to do so.
- While at work leave the workplace after noticing testing onsite is being conducted without the explicit permission from the line manager.
- Failure to participate in alcohol and drug testing while visiting an internal/external site as part of their contract of employment.
- Failure to return to site if within reasonable traveling distance and participate in random testing when requested by site contact/line manager

Alcohol and Drug testing occurrence

MFX has established a procedure of testing to discourage people from coming to work when they may be unfit for work due to the use of drugs or alcohol. The options are:

- Post incident.
- Reasonable suspicion.
- Random.

Post Incident Testing

Description

After an incident at the workplace, the Supervisor in consultation with the OHS Coordinator on site may require a worker to undergo an alcohol and/or drug test. The safety representative of the worker's company is also invited to attend. For Post Incident Testing, an incident is defined as any accident or event that occurs in the course of work which results in personal injury, vehicle damage, property damage and/or any incident that has the potential for significant risk of harm or injury to persons or equipment.

Post Incident Testing will take place as soon as practicable and no later than 12 hours after the incident. The relevant manager / supervisor must ensure the incident scene is secured and escort the involved person(s) to a safe location for a A&D test in accordance with this procedure. The worker should be given an opportunity to have their safety representative or other person attend the discussion.

If an employee fails to report a significant incident, as defined, immediately as required and testing is unable to be undertaken within 12 hours because of this failure, the testing will be conducted under reasonable Suspicion.

Where an incident occurs that falls within the definitions, all workers directly involved in the incident may be tested.

Any testing if undertaken will be part of the incident investigation process.

Where a subsequent investigation has identified that the true cause or causes of an incident were not properly reported and fell into the category requiring a test, then an alcohol and drug test will be organised. Late or incorrect reporting of incidents will be investigated, and similar action will be undertaken.

Worker and supervisor responsibility

The worker(s) concerned must report significant incident in accordance with the Accident & Incident Reporting Procedure. This includes immediately notifying their supervisor when an incident occurs.

If the incident falls within the defined criteria for post incident testing, then they are to undertake a post incident test.

The supervisor must ask the worker if they have consumed any alcohol and/or drugs within the past 12 hours, or if they believe that any other worker involved in the incident may be impaired by alcohol or drugs. If the worker indicates they have taken alcohol and/or consumed drugs, or believe that they or another worker involved, are impaired in any way, they will remain where they are and their Supervisor, or other nominated management representative, and/or Responsible Person will attend the scene and arrange for an alcohol and / or drugs test to occur.

Post incident testing should be conducted as soon as possible and when it is safe to do so, within 12 hours. When an incident occurs that meets the post incident definitions when travelling between MFX work sites, this will require testing, unless the police are involved in dealing with the incident.

This test should be undertaken as soon as possible after the incident has occurred. In the absence of the OHS Manager and/or Deputy OHS Manager, the Supervisor must consult with the Human Resources Manager as to whether a test is required.

An injured person who requires immediate medical attention may only be tested when it is appropriate. This will be determined in consultation with suitably trained medical personnel.

Reasonable suspicion

Description

Identifying whether a worker is impaired by alcohol and/or drugs can be a complex process. Some indicators that may suggest the presence of alcohol and/or drugs include:

- Smell of alcohol on breath
- Violence
- Delayed reaction time
- Erratic, abnormal or unusual actions
- Habitual lateness
- Frequent absences
- Neglect of personal grooming
- Interpersonal problems
- Worker experiencing poor co-ordination, poor concentration and/or visual disturbance.

Any person who has reasonable grounds to suspect that another person(s) on the workplaces is under the influence of A&D shall report their concern to the relevant Manager or OHS Coordinator immediately and take all reasonable measures to preserve the health and safety of those in the work environment.

Misuse of reasonable suspicion testing will be treated as harassment.

Consulting with the worker

The relevant Manager/Supervisor must undertake a conversation with the worker in a private location away from other workers, where possible. The worker should be given an opportunity to have their safety representative or other person attend the discussion. The privacy of the worker is always a priority.

Workers should be clearly informed by the manager/supervisor of the indicator or indicators upon which reasonable suspicion was based. Responsible persons should speak assertively. Judgemental or confrontational language is not to be used, and debate is not to be entered into with the worker.

The worker is to be given an opportunity to explain their behaviour. A person may appear to be impaired from alcohol or other drugs but not necessarily have taken any such substances.

Random

Random testing for alcohol and/or drugs may take place at any time throughout the worker's hours of work (including overtime).

Random testing will be conducted in an appropriate area which contains adequate facilities for testing. The testing will be done privately, and the worker should be given an opportunity to have their safety representative or other person attend the discussion.

All workers will be eligible for selection for random testing. Workers will be selected for testing in a non-discriminatory manner that involves a neutral selection process, involving the selection of a worker, location or group of workers located in a specific area.

Workers who are selected will be required to present themselves for testing immediately.

Random testing may also be initiated by the Health and Safety Team, where there is a concern of a high level of risk and may also be scheduled to coincide with community social events where it is likely that alcohol and drug use may occur.

Alcohol Testing process

Alcohol testing is conducted on site using a calibrated breath analysis device and conducted by a breathalyser tester.

Testing

Workers identified to participate in alcohol testing will be required to carry out a supervised alcohol analysis test, using a calibrated breath testing device.

The worker may have a safety representative delegate or other representative present during the testing procedure.

Unless medically required, no food or drink is to be consumed for 10 minutes prior to the test. Smoking shall also not be permitted as it may distort the test results.

See Appendix 1 for a simplified version of the BAC testing process.

Test results

Negative test results

If the worker presents a negative BAC test result (0.00 ‰) the worker will be permitted to commence or resume their normal duties.

Positive test results

A person will be treated as having a positive test result when they:

- Return a BAC reading greater than 0.0‰
- Refuse to undergo a BAC test
- Leave the workplace to avoid testing.

If a positive BAC test result is registered, a subsequent test will be carried out 10 minutes after the first test. During this 10-minute period, the worker is always to be supervised continually by the person conducting the tests.

Workers with a positive second breath analysis test results will be presumed unfit for work. As far as reasonably practical, those workers unfit to drive because of drugs and/or alcohol are cautioned by the tester not to drive.

In the case of a Visitor if their breath result is greater than 0.0‰, they will have their site access removed.

In the case of a sub-contractor, the sub-contractor's employer or the sub-contractor's site representative shall be informed as soon as possible.

All with a positive test shall not drive MFX's vehicles and shall be discouraged from driving their own vehicle if test result $\geq 0.5\%$. If this advice is ignored the person will be reported to the local law enforcement agency.

Any person who refuses to undertake an initial and/or second test will be presumed to be, and treated as if, a second positive test result was received.

Drugs testing process

On-site initial drug testing will be conducted through the collection and analysis of a saliva specimen using a saliva-testing device. Drug testing will be made by a MFX's tester.

List of substances analysed in samples collected

Testing may include, but is not limited to, screening for the following classes of drugs:

- Amphetamines
- Methamphetamines
- Opiates
- Cannabis
- Cocaine
- Benzodiazepines

Workers with prescribed medication

It is recognised that certain prescription medication may return positive results during testing, and it is the responsibility for any worker, to inform their Supervisor if they are taking any prescription medication that may cause impairment whilst at work.

Where practicable, the tester shall provide a list of medications which may provide a false positive result.

Any employee required to undertake drug testing can choose to declare any medication taken immediately prior to the test being conducted. Such information is to be kept confidential and only to be used in determining if such medication has contributed to or caused a false positive.

Test results

Negative test results

People who return a negative result to the saliva drug-screening test shall:

- Commence or return to normal duties;
- If a Visitor, be admitted to, or remain at the workplace.

Unconfirmed Result

If a person returns an unconfirmed result to the initial saliva drug test, they are not allowed to enter or remain at the workplace, and they must provide a second specimen. The tester will obtain the second specimen as soon as practicable after identifying an unconfirmed result in the initial saliva drug test.

If the second test returns also an unconfirmed result their access or attendance at a MFX's workplace will be refused.

In the case of a sub-contractor, the sub-contractor's employer or the sub-contractor's site representative shall be informed as soon as possible.

All with an unconfirmed result shall not drive MFX's vehicles and shall be advised that they should not drive under the influence of drugs.

Any person who returns an unconfirmed result to a drug test will be required to undergo a return-to-work test at the start of their next scheduled attendance. If their result on this test is negative, the individual will be permitted to resume normal duties.

Any person who refuses to undertake an initial and/or second test will be presumed to be, and treated as if, a second positive test result was received.

Positive test results

A person will be treated as having a positive test result when they:

- Return a positive second result;
- Refuse to undergo a test;
- Leave the workplace to avoid testing.

If a positive drug test result is registered, a subsequent test will be carried out 15 minutes after the first test. During this 15-minute period, the worker is always to be supervised continually by the person conducting the tests.

Workers with a positive second drug test result will be presumed unfit for work.

In the case of a Visitor with a positive second drug test, they will have their site access removed.

In the case of a sub-contractor, the sub-contractor's employer or the sub-contractor's site representative shall be informed as soon as possible.

All with a positive second drug test shall not drive MFX's and shall be discouraged from driving their own vehicle. If this advice is ignored the person will be reported to the local law enforcement agency.

Any person who refuses to undertake an initial and/or second test will be presumed to be, and treated as if, a second positive test result was received.

In case of disagreement

In case of disagreement regarding a positive second alcohol test, a third test will be conducted with a new device. If the disagreement persists, this will be noted and the worker will be recommended to seek own doctor immediately. This will not affect the immediate precautions due to a positive alcohol test.

In case of disagreement regarding a positive second drug test, a third similar test will be conducted. If the disagreement persists, this will be noted and the worker will be recommended to seek own doctor immediately. This will not affect the immediate precautions due to a positive drug test.

Refusal or Tampering of tests

Refusal

In case of a person refuses to take an alcohol or drug test the following procedure will be followed:

- The tester will inform the worker who has refused the test that the refusal will have the same consequences as a positive result, i.e. that the worker will be deemed to be under the influence of alcohol and/or drugs.
- The worker will be offered the test again. This would be the second request to be tested.
- If the worker still refuses, the tester will notify the relevant Manager of the refusal to take the test.
- After discussion between the Manager and the worker, the Manager will re-offer the test to the worker. The Manager should discuss the refusal and likely consequences with the worker, try to determine the reasons for refusal and then re-offer the test.
- This will be the third and final offer to be tested.
- If the worker still refuses, the refusal will be recorded as 'Refused Test'.
- The tester will Inform the Project Manager of the situation and ensure all documentation is forwarded to the Human Resources Manager for recording and filing.
- The worker concerned will not be permitted to return to work until a discussion is held with the relevant Manager and the Human Resources Manager and a negative test result is obtained.

Tampering

Tampering with test process

Any attempt to tamper with samples and introduce or alter the concentration of alcohol or other drugs in their own, or another's saliva or breath may constitute serious misconduct and be matter shall be referred to the HR Manager.

If the tampering is proven, the person will be denied entry to the workplaces.

Dealing with aggressive behaviour

If a worker displays aggressive or violent behaviour when required to undertake a drug and/or an alcohol test, the Supervisor or Manager should remain calm and not argue with or mirror the worker's behaviour.

Emphasis should be placed on getting the worker to calm down and discussion kept away from personal issues. The worker should be asked to comply with the management.

If the worker refuses to modify their behaviour, the worker should be advised that the discussion is terminated and that they must leave the workplace immediately. The worker should be reminded that acts of aggression or violence in the workplace are in breach of the Code of Conduct and may result in dismissal.

In the case of actual or apprehended violent behaviour, the worker is to be advised that the police will be called. This option is to be used as a last resort.

Reporting test results

The HR Manager and/or HR Team will report all confirmed A&D test results as soon as practicable to the test subject and Project Director/Manager verbally and in writing. For BAC test results only if test

result was positive will be reported. For drug test results only the substance(s) that returned a positive test result will be reported.

Upon written request the MFX may provide copies of relevant MFX test equipment calibration certificates.

Records and document management

All records associated with A&D testing are treated as confidential. Such information must not be disclosed to unauthorized persons without permission. MFX acknowledges the high level of sensitivity of personal data and will take all necessary steps to protect your personal data from unauthorized access. The same commitment is expected from all sub-contractors, service providers, etc.

Records include but are not limited to incident reports, training competencies, calibration certificates, correspondence and test results. All documentation associated with this procedure will be treated as confidential and located in a secure electronic location.

Reportable Offences

It is an offence under the Danish regulations to drive or attempt to drive a motor vehicle, truck or mobile equipment when under the influence of alcohol or other drugs more than legal limits.

Management of persons with a positive result

MFX's employees

MFX's employees having positive results will be referred to the Project Manager and HR Manager for further disciplinary actions.

Sub-contractor's employees

A copy of the positive test report shall be sent to the sub-contractor concerned, MFX and the sub-contractor's employer or the employer's safety representative on-site.

The sub-contractor's employee will be refused access to all MFX's workplaces and MFX access card will be deregistered.

Visitors

A visitor who returns a positive result test will be refused access to all MFX's workplaces.

Substance abuse treatment

MFX's employees will have access to substance abuse treatment, if they wish so, through their pension scheme. For non MFX's employees, the worker's employer will be responsible to provide support.

Training and awareness

Employee awareness

The Alcohol and Drugs policy will be shared in summary in the always updated Employee Handbook and in full on the company website.

If deemed necessary, toolbox talks will be delivered on site on the following topics:

- The health implications of consuming alcohol and drugs;
- MFX's procedure on drugs and alcohol;
- The effects of alcohol and drugs on safety and work performance.

Manager / Supervisor awareness

MFX Managers/Supervisors will be provided with information regarding the following issues:

- Responsibilities for the implementation of MFX's Drug and Alcohol procedure;
- Management of confidentiality of test results;
- Duty of care responsibilities related to the A&D procedure.

Other considerations

False positives

There is the possibility of a false positive test result being recorded when conducting A&D testing. Prior to testing the tester will ask each subject if they have "consumed any alcohol, food, medication or other item that may return a positive result"? If the person answers 'yes' details must be provided prior to the A&D test commencing.

Prescribed medications

Any person who has been prescribed medication by a medical practitioner is not in breach of this procedure because of taking or being in possession of that drug, if it does not adversely affect their ability to perform their role safely and effectively.

If the prescribed medication has the potential to impair the employee's ability to undertake their normally assigned duties safely, they must advise their Manager/Supervisor. It is the responsibility of the worker to inform the tester prior to participating in the A&D test process of any prescribed medications that may influence the test result(s).

Over-the-counter medications

'Over the counter' medications such as codeine, anti-depressants, and sedative antihistamines can affect a person's ability to work safely and effectively. All personnel have an obligation to comply with the manufacturer's directions and warnings and seek advice from their pharmacist with respect to the impact that over-the-counter medication may have on the safe performance of their work.

If advice from the pharmacist indicates the medication may impact their ability to perform the work safely or effectively, or where there is uncertainty, the person must advise their Manager/Supervisor. It is the responsibility of the worker to inform the tester prior to participating in the A&D test process of any prescribed medications that may influence the test result(s).

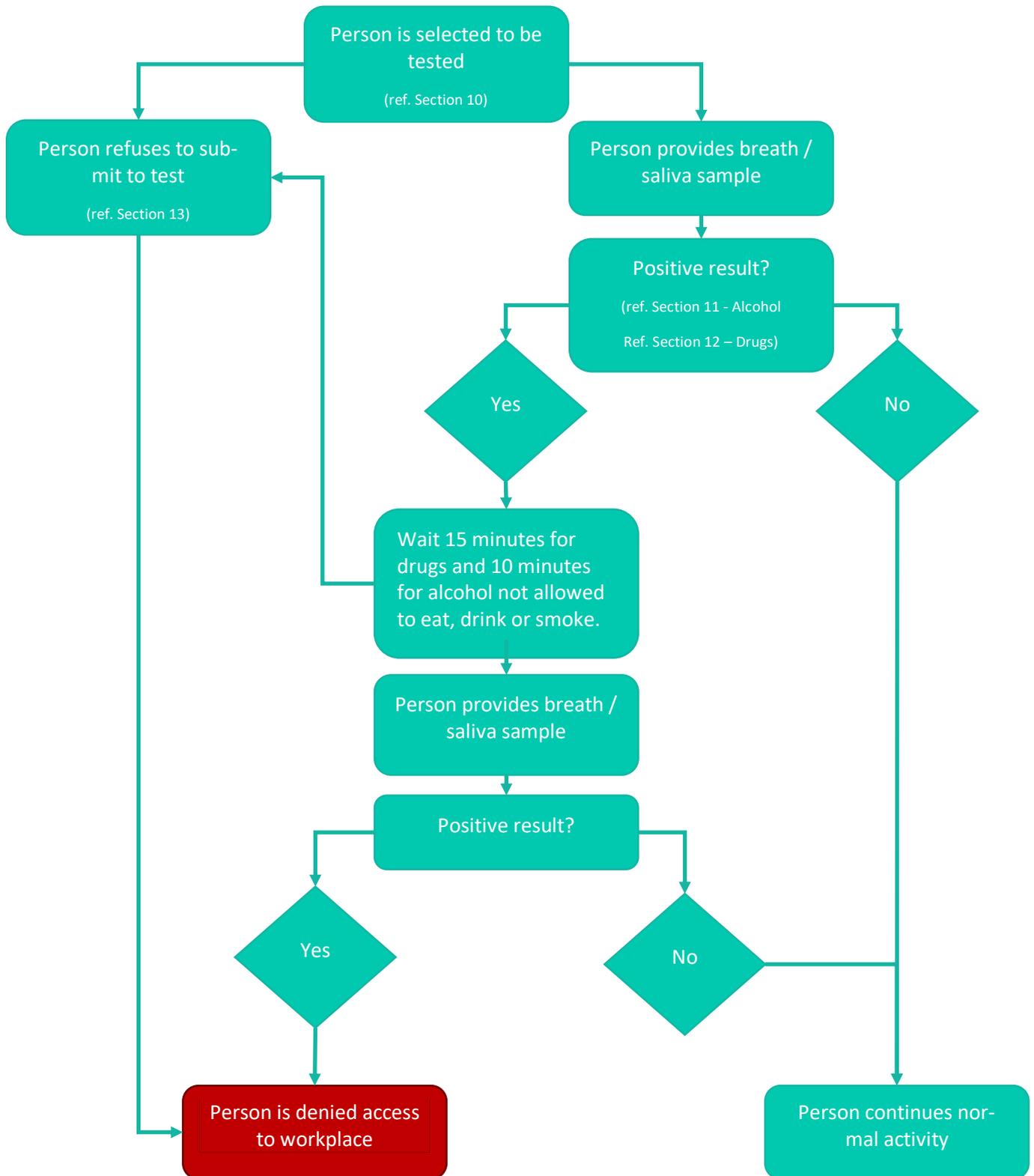
Permission to consume

Functions on MFX's workplaces involving the consumption of alcohol may be permitted under the following conditions:

- The occasion shall be authorised by the Management Group
- The occasion shall take place out of normal working hours, unless otherwise authorised by the Management Group
- The occasion shall take place in a secured area that is separate from the work areas (canteen, segregated area)
- The occasion shall take place if no other activities are carried out during the occasion and no personnel is required to work after the occasion.

Appendix 1: Overview of the Testing Process

Overview of Testing Process



Appendix 2: Breathalyser Operation Test Record

Drugs or Alcohol Test Record

Tester 1 & 2:

- Establish a private area for testing.
- Record employee card number for testing below. If consent to test is not given, explain nonparticipation is a positive test (Refer to the Employee Handbook - Alcohol & Drug (A&D) testing and support).

Breathalyser Operator:

- 2 tests are to be performed within 10 minutes and results recorded below if first test is positive.
-

	Result	Time
Test 1		
Test 2		

Oral Swab Tester:

- 2 tests are to be performed within 15 minutes and results recorded below if first test is positive.
-

	Result	Time
Test 1		
Test 2		

I declare that the test results are accurate as per device display screen and above recorded results:

Tester 1

Card Number:

Date: _____

Tester 2

Card Number:

Date: _____

Worker

Card Number:

Date: _____

Witness/Manager (if requested by employee)

Card Number:

Date: _____

Tester:

- Photo to be taken by tester if results from breathalyser unit/oral swab are positive result.
- Return form to MFX's HR Manager or HR Team



MEGA FLEX A/S
Industrivej 25
DK-3300 Frederiksværk

Tlf.: +45 71 91 93 46
Email: m.issa@megaflex.dk

Bank: 3572 3534 055 919
CVR nr.: 14728279