

Drugs & Alcohol Policy

April 2026



Rehiko Uninterruptible Power (Ireland) 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 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 are committed to delivering exceptional service to our customers in a manner which, where practicable, reduce the impact of our operations on the environment.

This is achieved by following the procedures and processes set out in our management system to ensure we capture and comply with all our company, legal and other regulatory requirements. Furthermore, we adopt industry best practices.

In adhering to this policy, we will:

1. Comply with all applicable environmental laws, regulations, and other requirements.
2. Identify, measure, and monitor the environmental aspects and impacts of our operations.
3. Regularly measure and evaluate our environmental performance.
4. Set objectives to, wherever practicable, reduce environmental impacts.
5. Promote a culture of continual improvement.
6. Provide training and instructions to employees to ensure they are aware of how their performance can impact the company and the environment.
7. Identify, prevent and mitigate against potential incidents that could adversely impact the environment.
8. Where practicable reduces the consumption of resources and control operate with due consideration for the environment.
9. Where feasible, minimise waste through reuse, recovery or recycling.
10. Communicate the environmental policy to our contractors.
11. Consider how climate change may impact the company, employees and interested parties.

This policy applies to all employees and those working with us or on our behalf and requires everyone to commit to cooperating and assisting us in ensuring all environmental issues and risks are given suitable consideration.

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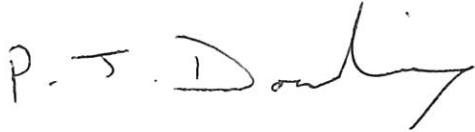
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Registered in Ireland No. 308576

Tel: +353 (0) 1 460 6859 **Website:** www.ups.rehiko.ie

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.



Peter Dowling
Managing Director
April 2026

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