

DRUGS & ALCOHOL POLICY

In industry generally there has been a move to greater controls and in keeping with this the Company has adapted a policy in relation to the consumption of alcohol and drugs.

The Company's policy on drugs and alcohol is intended to be a positive approach towards maintenance of the highest standards of Safety in the workplace. It is also intended to benefit the Health & Safety of each individual.

Any employee who feels that they may have a problem relating to drugs or alcohol should immediately seek help from the Director Responsible for Health and Safety. This information will be treated in the strictest confidence. The Company will endeavour to offer any assistance available at the time.

Likewise, any employee taking prescription or legal non-prescription medication that may affect their ability to undertake their normal scope of work safely must inform the Director Responsible for Health & Safety or their immediate Supervisor so that alternative work can be allocated where necessary.

Employees must not attend work whilst under the influence of alcohol or illegal non-prescription drugs.

Employees must not consume alcohol or illegal non-prescription drugs on the premises.

Employees must not return to work after breaks under the influence of alcohol or illegal non-prescription drugs.

CONSUMPTION OF ALCOHOL OR ILLEGAL NON-PRESCRIPTION DRUGS IN BREACH OF THIS POLICY IS A DISMISSABLE OFFENCE

Signed:

A Ferguson

Alan Ferguson

Managing Director Responsible for Health and Safety

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