



## **Alcohol & Drugs Policy**

*(Extract from H & S Policy Arrangements Section)*

Alcohol or drug abuse by employees and sub-contractors (including supervisory and management staff) can adversely affect the safety and health of themselves or others on our sites therefore it is the policy of the company: - that any person known to be, or is strongly suspected of being, affected by alcohol or drugs must be referred to the appropriate manager who will arrange for the person to be removed from the work place.

It must be noted that symptoms suggesting that a person is under the influence of drugs or alcohol may be created by other conditions e.g. heat exhaustion, hypothermia, diabetes, etc., also the person may be affected by legitimate medication prescribed by a doctor.

These conditions, while still requiring the person to be removed for safety reasons from their place of work, will obviously affect any disciplinary action that may be considered. If there is any doubt as to the person's condition, or cause of their condition, medical advice should be sought immediately.

**Signed (Managing Director)**

A handwritten signature in black ink, appearing to read "Dan Fitzsimons".

**27<sup>th</sup> January 2025**

Date of next review:

January 2026