



## **DRUG AND ALCOHOL POLICY STATEMENT**

The consumption of alcohol and use of drugs can adversely affect the performance of individuals and consequently have an impact on safety and health, which may increase risk to the individual concerned or others.

It is therefore the responsibility of all employees to:

- Comply with The Misuse of Drugs Act 1971 and the Transport and Works Act 1992.
- Not knowingly report for work under the influence of alcohol or drugs, nor to consume them whilst at work, or permit any other employee or individual acting on behalf of the Company to do so.
- Report any person known to be, or strongly suspected of being, affected by alcohol or drugs to the Managing Director or Police where it is considered that other persons may be at risk such as driving vehicles or operating machinery.

It must be noted that symptoms suggesting that a person is under the influence of alcohol or drugs may be created by other conditions, e.g. heat exhaustion, hypothermia, diabetes, etc. The individual concerned may also be affected by legitimate medication prescribed by a doctor. These conditions may still require the person to be removed from the work location for safety reasons and if there is any doubt as to the individual's condition or cause of their condition, medical advice should be sought immediately.

The unauthorised consumption or introduction of alcohol, or the introduction or taking of illegal drugs whilst working on behalf of the Company is strictly prohibited and will be treated as gross misconduct for which those concerned will be dismissed from employment.

S Gibbons  
(Managing Director)

Date: 30<sup>th</sup> November 2011

Review Date: November 2012

*Signed copies of the master policy statement are available upon request*