

Drugs and Alcohol Policy Statement

2020

The Company will establish policy rules relating to an Employee who is found to have misused alcohol or drugs or admits to the same. The policy rules may cover:

1. Disciplinary action for refusal to accept help.
2. Conditions for accepting treatment.
3. Future employment if treatment proves to be successful.
4. Observation of medical confidentiality.
5. Effects upon pensions, benefits and employment rights.

INFORMATION AND TRAINING

The Company will provide sufficient information, instruction and training as is necessary to ensure that all Employees have the knowledge required:

1. To understand the dangers associated with the effects of alcohol or drugs at work and the Company policy regarding this.
2. To understand the Company procedures that will be adopted where there is found to be deterioration in work performance from these effects.
3. To understand the legal consequences of their actions.

Managers will be given additional training, as necessary, to enable them to deal with any physiological problems that may arise as a result of the effects of alcohol or drugs upon work performance.

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SAFE SYSTEM OF WORK

The effects of alcohol or drugs at work can create serious health and safety risks. Therefore, the following rules should be adhered to:

1. Do not come to work having consumed alcohol or drugs.
2. Do not bring alcohol or non-prescribed drugs on to Company premises.
3. Check with your doctor or pharmacist about the side-effects of prescribed medication.
4. Never drive or operate machinery if you have consumed alcohol or drugs.
5. The Company operates a zero alcohol or drugs consumption policy.
6. Offer support and advice to colleagues who you suspect of suffering from alcohol or drug abuse: do not “protect” them by keeping silent.

Ask for assistance if you feel that matters are beyond your own control.



Neil Moye

Managing Director