

ALCOHOL AND DRUG ABUSE POLICY STATEMENT

The company policy is to ensure that the possible consequences of alcohol or drug abuse on the individual, other employees, public and the environment are reduced to a minimum.

This policy applies to everyone in the organisation and as such indicates the company concern for health, safety and well being of its employees and is complementary to the Employer's Duty of Care under Section 2 of the Health and Safety at Work etc. Act 1974.

Similarly Section 7 of the same Act requires employees to take reasonable care of the health and safety of themselves and others who may be affected by their acts or omissions. Alcohol or drug abuse will lead to health problems and impair judgement and performance at work.

Due to the varied nature of our work activities within a factory environment and construction activities on other occupiers' premises it is not permissible for any employee or sub-contractor's employee under the company's control to be under the influence of alcohol or drugs while at work.

Therefore every employee shall not:

- Perform any work or attend a site while under the influence of alcohol or any controlled substance
- Misuse legitimate drugs or possess, use, distribute or sell illicit or unlicensed controlled substances on company business or contracting site premises
- Consume, possess, use, distribute or sell alcoholic beverages on any company premises or contracting site premises.

This Policy Statement will be brought to the attention of all employees during company safety induction training.

Any person found in breach of this policy will be subject to the established Company Disciplinary and Appeal Procedures.

A handwritten signature in dark ink, appearing to read "Alan Waddington", written over a light blue rectangular background.

Alan Waddington
Managing Director
8th April 2016