



## Drugs & Alcohol Policy

The Company recognises that all Employees and Sub-contractors can be at risk from drugs and alcohol abuse and that the effects can lead to increased risks of accidents, sick leave, disciplinary problems and reduced efficiency.

It is a strict condition of employment that consumption of alcohol or prohibited drugs is strictly forbidden either on or off site between the start of work and when the vehicle is finally parked for the day. Working whilst still under the influence is also not permitted.

Failure to comply with this may lead to any or all of the following:

- Removal of the person from the workplace and investigation carried out
- Disciplinary action leading to possible dismissal
- Potential prosecution

If an Employee is under any medication that may affect their duties they must advise their supervisor immediately.

The Company reserves the right to carry out random Drug and Alcohol tests without notice if deemed necessary.

Signed:

Position: Managing Director

Date: 12<sup>th</sup> December 2008