



CROWTHORNE PROPERTY MAINTENANCE LTD

DRUGS & ALCOHOL POLICY

Our aim is to act as a good employer and conduct our business activities in a way which will achieve the highest possible standard of health and safety for our employees, visitors and members of the public. We recognise that we can contribute to a safe, healthy and productive work environment by preventing drugs and alcohol problems, raising awareness, identifying problems at the earliest stage and by offering support to those who have a problem.

Our Policy is to ensure that drugs and alcohol problems are dealt with effectively and consistently so that workers are protected and those affected are encouraged to seek help. We expect all of those to whom this applies to support this policy and in doing so comply with the rules. This policy applies to all of our employees as well as sub-contractors.

Rules

- You must not be in possession of any illegal drugs whilst working on our sites or premises.
- You must not under any circumstances be under the influence of drug or alcoholic substances whilst on our sites or premises. Note that as previously consumed drug or alcoholic substances may affect your performance at work, you may still be considered under the influence.
- If you are on drugs for any medical reason, please inform your manager at once.
- If your manager believes that you are under the influence of drugs or alcohol whilst on our sites or premises, you will be asked to leave, having been advised of the support available to you and your rights in accordance with our disciplinary procedures.

There may be circumstances where we would ask you to provide an alcoholic or illegal drug substance test sample. This may be as part of an initiative to carry out random testing or otherwise. Any refusal to provide a test sample may lead to disciplinary action.

Signed: Lee Waters Name: Lee Waters Date: 01.05.2024