

## Policy Statement

# Alcohol, Drugs and Substance Abuse

Mick George Ltd (MGL) and Subsidiary Companies are committed to providing a safe working environment for its employees. The misuse of drugs and alcohol by employees can lead to increased risk of an accident or incident.

This policy has been developed to protect the health and safety of MGL employees and also to comply with legislation relating to any such misuse in the workplace. The Health and Safety at Work Act 1974 and the Misuse of Drugs Act 1971.

Being under the influence of alcohol, drugs or substances can seriously impair an individual's judgement and reactions leading to an increased likelihood of accidents and injuries occurring.

The Company's policy is that during working hours and at all times whilst on work premises employees must be free from the influence of alcohol, drugs or substances. This applies to all employees, including agency staff, and contractors under our control. The aim of this policy is;

- To ensure the safety of all employees, workers, and visitors by having clear rules in place regarding use and possession of alcohol, drugs or substances
- To support those who have reported a problem with alcohol, drugs or substance dependence.
- Maintain the efficient and effective operation of the business, and ensure customers receive the service they require.

Any employee who seeks the assistance of the Company in finding treatment for a drugs or alcohol problem has the Company's complete assurance of confidentiality

All employees have a responsibility to inform their line manager of anyone suspected of being under the influence of alcohol, drugs or substances. Malicious accusations will be dealt with via the disciplinary procedure.

### Random Testing

MGL undertakes random drug and alcohol testing programme to show compliance to this policy statement. A positive result will result in being suspended from work pending disciplinary procedures.

This policy statement will be made available to our employees, those working for or on behalf of MGL and provided on request to any other interested parties. The policy will be reviewed annually, subject to changes in company procedure or legislation.

Signed:



Managing Director

Date: 09.01.19