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| ALCOHOL & DRUGS STATEMENT |  Quality Construction Since 1877 | |
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ALCOHOL & DRUGS STATEMENT

The Company does not permit the consumption of alcohol during working hours and forbids the use of illegal drugs. It should be noted that adhoc tests will be carried out on sites and in the Offices.

Alcohol for personal consumption is not allowed on company premises, and due to the nature and scope of our business, alcohol must not be consumed during normal working hours including breaks.

Under no circumstances should any member of staff present themselves for work whilst under the influence of alcohol, intoxicants, drugs or other substances. Any attempt to work whilst in such a condition will be regarded as a serious breach of Company Rules.

Operatives are reminded that alcohol, on average takes one hour per unit to be processed and therefore care must be taken to ensure they are not still under the influence of alcohol from drinking the previous evening. However, this is a guide only and this remains the responsibility of the employee.

It will be the individual's responsibility to notify their line manager when taking prescriptive drugs that may affect their performance putting others and themselves at risk especially when driving or operating plant and equipment.

WW Martin has a duty towards, and is concerned about, the health & welfare of its employees. It is therefore company policy to:

- Promote an attitude of responsible alcohol consumption amongst employees and contractors,
- Treat alcohol and substance abuse sympathetically and encourage staff who have an alcohol or drug related problem to seek help, in confidence, at an early stage.

Signed *M Darling*

M Darling
Director
02/01/25