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## **DRUGS AND ALCOHOL POLICY**

Constructex is committed to implementing its alcohol and drugs policy to ensure the health, safety and welfare of its employees, sub-contractors and others who may be effected by its actions. The policy is written in the knowledge that the abuse of alcohol and drugs is a medical illness and in no way compatible with good health, safety and welfare performance.

The following procedures will be implemented:

- For employees involved in specific high-risk activities, they will be subject to health monitoring as per statutory requirements or as deemed appropriate by management.
- Under the terms and conditions of employment, if an employee reports for work and is suspected of being under the influence of alcohol and/or drugs he will be prevented from commencing work. He will then be requested to undergo a drugs and alcohol test,
- If a drugs and alcohol test is refused it will be regarded as a positive result and corresponding disciplinary action will be taken which will result in the immediate employee dismissal from.
- The possession or consumption of alcohol or restricted drugs on the company or clients premises is strictly prohibited, and could render the employee liable to dismissal and prosecution under the act.
- Employees have a duty to inform the supervisor if they have been prescribed medication, which may affect their fitness to work (medical advice will then be sought).
- The implementation and monitoring of the company alcohol and drugs policy and code of conduct will be the responsibility of the management and supervision staff.

Signed:   
WILLIAM EVANS, DIRECTOR

Policy Date: 24<sup>th</sup> March 2023

Review Date: 24<sup>th</sup> March 2024