



DRUG & ALCOHOL POLICY

1. Purpose

The purpose of this policy is to ensure a **safe, healthy, and productive work environment** by addressing the risks associated with drug, alcohol, and substance abuse. It establishes clear expectations, prevention strategies, and support mechanisms for all employees, subcontractors, and contractors, in compliance with UK legislation including the **Health and Safety at Work etc. Act 1974**.

2. Scope

This policy applies to:

- All employees, contractors, and subcontractors working on company sites, projects, or representing the company off-site.
- All company premises, vehicles, and any location where work is conducted on behalf of the company.

3. Policy Statement

- Zero Tolerance:** Being under the influence of drugs or alcohol while on duty or on company premises is strictly prohibited.
- Health and Safety:** Drug or alcohol use that impairs performance or safety is unacceptable.
- Safe Work Environment:** The company commits to providing a work environment free from drug and alcohol misuse.
- Supportive Approach:** Individuals who voluntarily disclose dependency issues will be offered guidance, counselling, or rehabilitation support.

4. Prohibited Conduct

Employees must not:

- Report for duty or perform work while under the influence of drugs or alcohol.
- Consume alcohol or take drugs during working hours, including lunch and unpaid breaks.
- Possess, supply, or use illegal drugs or controlled substances on company premises or vehicles.
- Operate machinery, vehicles, or safety-critical equipment under the influence.

5. Prescription and Over-the-Counter Medication

- Employees must disclose any legally prescribed or OTC medication that may affect their ability to work safely.

- Where labels warn against operating machinery or engaging in certain activities, employees must notify their supervisor and refrain from unsafe tasks.

6. Drug and Alcohol Testing

The company reserves the right to conduct:

- Random testing** at any time on company sites or assignments.
- Testing on reasonable suspicion** where behaviour suggests drug or alcohol impairment.
- Post-incident testing** after workplace accidents or near misses.
- Refusal to undertake testing will be treated as a positive result and may result in disciplinary action, including termination.

7. Positive Test Procedure

- Individuals testing non-negative will be immediately removed from the premises until laboratory results are confirmed.
- Confirmation of a positive test may trigger further action: suspension, remediation programmes, training, or termination, depending on severity.
- Individuals may request a second test at a UKAS-accredited laboratory at their own expense.

8. Corporate or Official Functions

- Consumption of alcohol at approved corporate events is permitted in moderation.
- Employees must not report to work or operate vehicles thereafter under the influence.
- Excessive intoxication or inappropriate behaviour at events will be treated as misconduct.

9. Reporting and Confidentiality

- Employees who suspect misuse by colleagues should report concerns confidentially to management.
- Reports will be handled sensitively, and confidentiality will be maintained.

10. Support and Rehabilitation

- Employees admitting to dependency issues will be offered support, which may include counselling, temporary leave, or referral to medical assistance.
- The company recognises relapse potential and will assess each case individually.

11. Disciplinary Action

Violations of this policy may result in:

- Written warnings
- Suspension
- Termination of employment or subcontracting contracts

- Legal reporting in cases of possession, dealing, or criminal activity

12. Policy Review

- The policy will be **reviewed annually** or following legislative changes to ensure relevance and effectiveness.

This policy aligns with **industry best practices** as recommended by Build UK, the **Construction Leadership Council (CLC)**, and Health and Safety Executive (HSE) guidance, providing a consistent framework to manage drugs and alcohol in the UK construction sector.

Approved by: Peter Lunn, Director

Date of implementation: 24/02/2026

Next review: 23/02/2027