



BARRIER SERVICES LTD.

Fencing Contractors

DOCUMENTS: Drugs and Alcohol Policy Statement

Policy Statement

This statement sets out the policy of Barrier Services Ltd in respect of any employee, self-employed person or contractor under our control (employees) whose proper performance of their duties is, or may be, impaired or otherwise affected as a result of the consumption of alcohol and/or illegal substances.

Provided that employees adhere to the provisions contained within this policy, they will normally be considered to have demonstrated compliance with the conditions of their employment with regard to the use of drugs and alcohol.

All employees are to be made aware of the contents of this Policy.

Policy:-

- a). *The Company will take all reasonable measures to prevent, so far as is reasonably practicable, any breach of duty placed on any person by this Policy and to encourage a safer and healthier working environment. This may include providing awareness of the acceptable standards and screening when contractually required and/or when such screening is warranted by "just cause" or circumstance.*
- b). *Employees will be expected at all times to exercise diligence in monitoring their colleagues, and to report any evidence of alcohol and/or drug abuse to their line manager.*
- c). *Should any employee suffer any problems or difficulties in respect of the misuse of drugs and/or alcohol, or should they have reason to believe that a colleague may be experiencing such difficulties, they may approach a Manager, who will at all times treat information provided as confidential and take such measures as are deemed necessary to ensure that the matter will be resolved in a fair and consistent manner with the minimum of distress to the person concerned and others who may be affected.*

It is a condition of employment by the Company that no employee shall:-

- a). *Report, or endeavour to report, for duty whilst under the influence of alcohol or drugs.*
- b). *Report, or endeavour to report, for duty whilst in an unfit state due to previous consumption of alcohol or drugs.*
- c). *Be in the possession of alcohol or non-prescribed drugs during working hours.*
- d). *Consume alcohol or non-prescribed drugs during working hours.*

The Company will not accept any deviation from the above conditions and failure to maintain the standards set out by this Policy may be considered as gross misconduct and will lead to the enforcement of appropriate action in accordance with the relevant disciplinary procedure where warranted by circumstance.

In addition, employees must ensure that a manager is made aware of any prescribed medication being taken which may in any way affect their performance at work and the nature of any such medication that they are required to carry with them during working hours.

Terry Musson, Managing Director

3rd June 2019