



## **DRUGS & ALCOHOL POLICY**

The Company is committed to the view that a working environment free of drug or alcohol abuse is healthier, safer and more productive. For reasons of health, safety and personal presentation, the Company prefers that employees do not consume alcohol directly before attending work, or during lunch or other breaks.

The consumption of alcohol whilst driving Company vehicles is, of course, absolutely prohibited, as is the consumption of alcohol on work premises, except, in the latter case on special occasions where prior approval has been given by the Line Manager or Line Manager's superior. A breach of these prohibitions may amount to gross misconduct and will lead to disciplinary action up to and including dismissal.

Any employee with an alcohol or drug problem is invited to speak to their Line Manager with an assurance of complete confidentiality. Every effort will be made to assist an employee in dealing with such a problem. Drunkenness at work is gross misconduct.