

	<p style="text-align: center;">Health, Safety &amp; Environmental Policy</p>	<b>Section No. 6.6</b>
		<b>Issue No. 5</b>
		<b>Date: 26.04.22</b>

### **Drug & Alcohol Policy**

R.V. Dart & Son (Builders) Ltd takes the view that the effects of taking, or being under the influence of alcohol or illegal substances at work constitutes an unacceptable Health and Safety hazard both to the individual and others who may be affected by their actions. It is therefore against company rules for any employee to be at their place of work whilst under the influence of alcohol and/or drugs. Any member of staff who is, in the opinion of the management team, under the influence of alcohol and/or drugs will be suspended from duty and may be subject to disciplinary action.

Employees may come across used hypodermic needles during the course of the work. In this instance employees must contact immediately their line manager who will arrange for the safe removal of the hypodermic needles.

In performance of the work and services of our Clients, RV Dart and Son (Builders) Limited shall not permit our employees, agents or Sub-Contractors to:-

1. Perform any work or service whilst under the influence of alcohol or any controlled substance.
2. Misuse legitimate drugs or possess, use, distribute or sell illicit or unprescribed controlled substances on Company or Client's premises.
3. Possess, use, distribute or sell alcohol beverages on Company or Client's premises.
4. Where necessary comply with the Client's drug and alcohol test procedures.

ANY PERSON FOUND TO BE CONTRAVENING THESE REGULATIONS WILL BE SUBJECT TO IMMEDIATE REMOVAL FROM SITE PENDING INVESTIGATION.

THE COMPANY RESERVES THE RIGHT TO:-

1. Conduct searches of possessions, vehicle and other property whilst on the premises owned or controlled by the Company.
2. Undertake random breath and drug tests without notice.

ANYONE REFUSING TO COOPERATE WITH ANY SEARCH WILL BE REMOVED FROM THE SITE AND NOT PERMITTED TO RETURN.