

FARNCOMBE CONSTRUCTION

CIVIL ENGINEERS AND GROUNDWORK CONTRACTORS

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Alcohol & Drugs Awareness Policy for Farncombe Smith 1990 LTD T/A Farncombe Construction

The health, safety and welfare of employees is of prime importance to **Farncombe Smith 1990 LTD** and is essential to the efficient operation of its undertaking.

Farncombe Smith 1990 LTD recognises the potential dangers of **Alcohol and Drug** abuse to both the individual and the Company.

Farncombe Smith 1990 LTD aims to prevent, where possible alcohol and drug abuse amongst employees and to detect at an early stage employees with problems.

Farncombe Smith 1990 LTD aims to prevent abuse, where possible, and it will offer assistance such as counselling or leave of absence from work if required for treatment. There may be, however, some instances when this offer may not be appropriate and the company management must assess each case individually.

Rules: Employees must not use, possess, conceal, transport, promote or sell prohibited substances whilst on company premises, company vehicles, on client premises or at the work site.

Employees must not report for work under the influence of prohibited substances.

Definition: 'Under the influence' means that there is a sufficient amount of the substance in the system to produce a positive result from medical testing and the employee shows erratic, abnormal behaviour which could pose a risk to others.

Farncombe Smith 1990 LTD will give full backing to this policy and to the Company Safety Adviser, whose function it shall be to monitor and operate the policy, and will support all those who endeavour to carry it out.

Signed: *R. Farncombe-Smith*

Date: 1st July 2020

Rod Farncombe-Smith
Director