

## Drug and Alcohol Policy Statement

01.12.2021

The nature of the business of Manning Construction Ltd is one that carries significant hazards and risks. Manning Construction Ltd and its employees have a legal obligation under the Health and Safety at Work Act 1974 s.1 (a) for 'securing the health, safety and welfare of persons at work'. This obligation extends to everything and anything that may have a direct or indirect influence on anyone's 'health, safety and welfare'.

Manning Construction Ltd recognises the danger that drug and alcohol abuse poses within the environments that Manning Construction Ltd operates. Therefore, in the interests of Health and Safety, Manning Construction Ltd operates a zero tolerance policy towards the use of any illegal substances/drugs and the misuse of prescribed drugs, and is considered to be an act of Gross Misconduct. In addition, any person that misuses drugs or alcohol may be in breach of the Health and Safety at Work Act 1974 s.7 which requires that 'employees take reasonable care of themselves and others who may be affected by their acts or omissions at work', and could possibly be liable for prosecution, if an incident or dangerous occurrence occurs as a result of drug or alcohol misuse.

It is with the above in mind that the following mis-uses apply:

- i) possessing, using or selling illicit drugs
- ii) possessing, using or selling alcohol during working hours
- iii) being impaired through substance and/or alcohol abuse during working hours

As a result of any such misuses deemed inappropriate that such actions will result in Manning Construction Ltd's disciplinary procedure being initiated under Manning Construction Ltd's Gross Misconduct Rules.

Manning Construction Ltd reserves the right to carry out random drug/alcohol tests for alcohol and drug use and to test employees that have been involved in an industrial accident, or where the manager believes that drug/alcohol abuse has contributed to an incident, change in behavior or work performance. It is the responsibility of the individual to inform their employer of any present, new or pending prescription drugs are reported for insertion into their personal detail file. Any employee who refuses to take a test in line with this policy will be liable to disciplinary action. You should be aware that certain clients also conduct random drug tests, any failure to co-operate with requests or positive results, will result in Manning Construction Ltd's disciplinary procedure being initiated.

Our policy is available to all persons working on behalf of Manning Construction Ltd and will be made available to interested parties upon request. This Drug and Alcohol Policy Statement is also available on the Manning Construction Ltd website.



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**Mr. Stephen Euston**  
Managing Director