

DRUG AND ALCOHOL POLICY STATEMENT

Deeley is committed to providing a safe and productive work environment to ensure the Health and Safety of individuals is not compromised by the actions of others that are under the influence of drugs or alcohol.

Deeley will take action, in so far as it is reasonably practicable, to prevent any substance abuse which increases the potential for accidents, ill health, absenteeism, sub-standard performance or which would otherwise adversely affect its employees or other persons.

This policy covers the drugs and alcohol testing procedures for employees, subcontractors and relevant third parties undertaking works controlled by Deeley Construction. The purpose is

- To ensure Health and Safety of individuals is not compromised by the actions of others that are under the influence of drugs or alcohol
- To ensure that individuals do not possess or supply any drug of abuse whilst at work
- To encourage a safer and healthier working environment for our people
- To ensure that everyone is aware of the acceptable standards and not to consume alcohol at work
- To ensure that anyone suspected of being under the influence of alcohol or drugs is treated in a fair and consistent manner
- To ensure that anyone who advises their line manager that they have a drug or alcohol related problem is given the support to resolve their problems.
- To ensure all persons under our control tell their supervisor or manager if they are taking any medication.
- To ensure relevant persons undergo testing for drugs and or alcohol when requested to do so.

PUBLIC DOMAIN DOCUMENT
SIGNED VERSION AVAILABLE UPON REQUEST

Martin Gallagher, Managing Director

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