



AFS DRUGS AND ALCOHOL POLICY

The Company has a duty under the Health and Safety at Work Act to ensure as far as practicable the health, safety and welfare of its employees and others who may be affected by our operations including other interested parties and the general public.

The Company recognises the dangers and effects of alcohol and drugs in the workplace and operates a zero tolerance towards Drug and Alcohol abuse.

All employees are required to declare any medical conditions whereby they are prescribed controlling drugs or medicines.

Anyone who feels that an employee or subcontract person is under the influence of Alcohol or Drugs, is encouraged and empowered to report the matter to their supervisor or management.

Any employee, or subcontract personnel, reported as either displaying symptoms of Drug or Alcohol abuse at the workplace or at the point of access to the workplace shall be removed pending consultation with the employee and further investigation by the company.

The Company will not allow its employees or sub-contractors to carry out any work while under the influence of alcohol or drugs. AFS will initiate alcohol and drug testing where there is suspicion of alcohol and drug abuse whilst present on AFS premises or on AFS business and reserve the right to conduct random testing.

AFSL will be supportive of any member of staff who appears to have a dependency on drugs and alcohol providing they come forward voluntarily and approach their line manager or their HR representative, so that support and help may be offered including possible participation in a rehabilitation programme.

Affected individuals, who deny they have a problem or refuse support or help, shall be subject to AFSL disciplinary procedures which may result in dismissal.

Carl Honeywood
Director

Signed

A handwritten signature in blue ink, appearing to read 'Carl Honeywood', written over a horizontal line.

Date 30th January 2019