



Drugs & Alcohol Policy

Our Aim

ECS Group aims to act as a good employer and conduct our business activities in a way which will promote the highest possible standard of health and safety for our employee visitors and members of the public. We recognise that we can contribute to a safe, healthy and productive work environment by preventing drug and alcohol problems by raising awareness and identifying problems at the earliest stage and by offering support to those who have a problem.

Our Policy

Our policy is to ensure that drugs and alcohol problems are dealt with effectively and considerably so all are protected and those affected are encouraged to seek help. We expect all of those to whom this applies to support this policy and to comply with the rules below.

For the purpose of this policy, drugs and alcohol problems are defined as those which incorporate a variety of behaviors caused by drugs and alcohol which may be problematic to the individual and/or **ECS Group**

This policy applies to all of our employees as well as subcontractors (including agency and self-employed), consultants and employees of other organisations when working on our sites or premises.

Professional assistance and support can be made available to those to whom this policy applies and we would urge anyone who feels that they may have drugs or alcohol problem to come forward (with a friend or trade union colleague if preferred) to discuss this confidentially with their relevant supervisor or manager.

Rules

- You must not be in possession of any illegal drugs whilst working on our sites or premises
- You must not under any circumstances be under the influence of drugs or alcohol substance whilst on our sites or premises. Note that, previously consumed drugs or alcohol substances may not affect your performance at work, but you may still be considered to be under the influence.
- If you are on drugs for any medical reason, please inform your supervisor or manager at once.
- If your supervisor or manager believes you are under the influence of drugs or alcohol whilst on our sites or premises, you will be asked to leave, having been advised of the support available to you and your rights in accordance with our disciplinary procedures.
- There may be circumstances where we would ask you to provide an alcoholic or illegal substance test sample. This may be as part of an initiative to carry our random testing or otherwise. Any refusal to provide a test sample may lead to a disciplinary action

A handwritten signature in black ink, appearing to read 'M. Reynolds'.

Martin Reynolds
Managing Director

A handwritten signature in blue ink, appearing to read 'Mick Whyte'.

Mick Whyte
Commercial Manager