

Alcohol and Drug Abuse Policy – Machmade Ltd.

Alcohol or drug abuse by employees and contractors can adversely affect the health and safety of themselves or others in the workplace due to impaired judgment and co-ordination, and effectively being semi-detached from reality. Particularly where plant, equipment and machinery are concerned, being semi-detached from reality could easily lead to serious accidents.

Therefore, it is the policy of MACHMADE LTD that alcohol or drugs are prohibited in the workplace. All employees are informed of the Company Health and Safety Policy on alcohol and drug abuse during induction - no employee, agent or sub-contractor may enter any Company vehicle or site or perform any service for MACHMADE LTD while under the influence of alcohol or any controlled substance. (Controlled drugs are as detailed within the Misuse of Drugs Act 1971). As a consequence, anyone considered to be under the influence of alcohol or illegal substances whilst at work (whether consumed during working hours or not) will be subject to disciplinary proceedings.

If MACHMADE LTD reasonably believes that anyone is under the influence of drugs or alcohol at work as a result of a drug abuse or drinking problem, then the outcome of any disciplinary procedure will generally include suggesting that the person seek professional help. As part of the disciplinary proceedings MACHMADE LTD will consider the extent to which the individual has sought such professional help.

All operatives are required to notify their supervisor or line manager of any prescription or other legally available drugs they are taking which may affect their capacity to carry out their day-to-day work activities, for example antibiotics or strong painkillers which may cause drowsiness and affect your ability to drive or operate machinery safely.

Director – Neil Illingworth

Date 03/01/2023