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## Alcohol and Drugs Policy

B&T Plant Hire Limited is committed to creating an Injury-Free Environment by fostering a culture of care and concern for people, which demands that everybody accepts responsibility for their own and others wellbeing. This policy forms part of that commitment.

One element of that commitment is to ensure that all our employees and others, such as our consultants, contractors and sub-contractors etc. are not placing themselves or others at risk by the misuse of drugs or alcohol.

The purpose of this policy is to ensure that all our employees, contractors and sub-contractors do not drive to and from work, or report for work under the influence of alcohol or drugs, including illegal drugs or, prescribed medication or legal highs (properly known as Novel Psychoactive Substances).

Irrespective of any changes in legislation which may decriminalise the use of drugs, such as cannabis, marijuana, for personal use, any such changes will have no effect on the application of this Policy. In order to meet compliance with current and appropriate legislation, all drugs which can affect a person's ability and judgement to ensure their safety and that of our clients, members of the public or our workforce will be covered by the policy.

Employees, contractors and sub-contractors must report for work able to perform their duties safely without any limitations due to the use of after effects illicit drugs and alcohol; they must not consume or be in possession of alcohol, or any drug that may affect their ability to undertake their daily duties in the workplace, this includes sites and locations where we are working on behalf of our client / customers.

If medication has been prescribed the individual should seek advice from their GP or pharmacist about the possible effect on their ability to drive and on their ability to safely carry out their normal duties.

B&T Plant Hire Limited reserve the right to conduct searches for alcohol or drugs at their sites or premises, including body searches of individuals suspected to be in possession of alcohol or drugs. Any persons found in possession of alcohol or drugs (without legitimate explanation) may be subject to disciplinary action.

Each place of work may be subject to conducting drug testing via urine samples and via our preferred specialist consultant. However, where there are no WC facilities to conduct the urine testing, oral swabs/saliva/hair follicle testing can be organised through our provider, Hampton Knight / Medigold.

All alcohol testing will be via a breathalyser and will be organised through our provider Hampton Knight / Medigold.

We reserve the right to carry our random tests on persons operating in safety critical roles, or working in safety critical environments. Testing will also take place if the Company has a reasonable suspicion that an individual is or might be under the influence of drugs or alcohol.

Any person who is found to be under the influence of alcohol or illegal / illicit drugs will have an opportunity to have the test retaken (at their own costs) via the preferred consultant, and within the immediate time scale.

Being at work under the influence of drugs or alcohol will normally constitute gross misconduct, unless there is a legitimate reason for being under the influence. If a Manager suspects an individual to be under the influence of drugs or alcohol whilst at work the Manager may:

* Prevent them from continuing their work
* Provide support to assist them in attending any rehabilitation program or
* Conduct a disciplinary investigation which may lead to a disciplinary summary dismissal

If an employee, contractor or sub-contractor unreasonably refuses to agree to a body search, or to being tested for drugs or alcohol, disciplinary action will be taken which could lead to a finding of gross misconduct for their unreasonable refusal.

Signed: .................................................................

Date: .... June 2023 ....