

Drug & Alcohol Policy

Humphrey and Stretton PLC recognises the importance of the health and welfare of our employees and their fellow workers with regards to the influences of Drugs and Alcohol whilst at work.

Humphrey and Stretton PLC understands that drug usage can be both prescribed and illegal with the effects of their use potentially influencing the employee's performance and capabilities.

In pursuance of Health and Safety at Work Act 1974, Misuse of Drugs Act 1971 and the Transport and Work Act 1992 the following will be adhered to by all employees and non-employees working on behalf of Humphrey and Stretton PLC:

- Any employee who is feeling the effects of drugs or alcohol must not attend work and must contact their Line Manager for assistance and advice.
- Whilst at work employees will not take illegal drugs or consume alcohol of any type, throughout the working day.
- Employees who are taking prescribed drugs that may influence their performance or given advice not to driving or operating machinery must notify their Line Manager as soon as possible.
- If any employee of Humphrey and Stretton PLC knows of them having any problem or issue with a Drug and/or Alcohol use, Humphrey and Stretton PLC encourages employees to contact the Line Manager or anyone that they feel comfortable approaching.
- No employee will distribute or accept from others, drugs, or alcohol whilst at work.
- Humphrey and Stretton PLC in pursuance of the Health and Safety of the Individual and those working around them may suspend an employee considered to be under the influence of drugs or alcohol while at work, no payment to the individual will be authorised during this absence period.
- Humphrey and Stretton PLC reserve the right to engage an outsourced independent occupational provider to undertake drugs and alcohol testing to evaluate levels of intoxication.
- During any suspension co-operation, will be sort with the individual concerned together with a full investigation and appropriate support.

Humphrey and Stretton PLC goal

- Ensuring all employees and no-employees are free from the effects of drugs and alcohol whilst at work thereby ensuring the health, safety and welfare of themselves, their fellow employees and non-employees .

This Drug and Alcohol Policy is subject to regular formal review on a minimum of an annual basis.

Dave Humphrey
Managing Director

Next Review – October 2022