

## ALCOHOL AND DRUGS POLICY

Lundy-Projects is committed to providing a safe, healthy, and productive working environment for all our staff, customers, and visitors. This includes that all staff are fit to carry out their jobs safely and effectively in a working environment which is free from alcohol or drug misuse. Consumption of drugs and alcohol (including prescription and over the counter drugs) or intoxication during working hours implicates the health and safety of the individual and others, since these substances impair coordination, judgement, and decision-making. Irresponsible behaviour resulting from the misuse of drugs and/or alcohol may damage our reputation and/or business. As such situations import risk to our business, this is a policy matter.

All employees, contractors or persons sponsored by or working for Lundy-Projects must not:

- Report for duty whilst under the influence of drugs or alcohol
- Report for duty on an unfit state due to using drugs or alcohol
- Take drugs or consume alcohol whilst on duty including meal-breaks
- Possess illegal drugs whilst on duty
- Refuse a drugs or alcohol test
- Decline or discontinue an approved course of treatment or rehabilitation for a drug or alcohol related problem without reasonable cause.

It is also your responsibility to inform your manager if you are taking prescribed or non-prescribed medication that could affect your ability to work safely.

Please note that you will be considered under the influence of alcohol if you exceed the alcohol limit of:

- More than 29 milligrams of alcohol per 100 millilitres of blood, or
- More than 13 micrograms of alcohol in 100 millilitres of breath, or
- More than 39 milligrams of alcohol in 100 millilitres of urine.

Please note that the limits above are considerably lower than the national alcohol limit for driving. At least 20% of personnel carrying out relevant work will be subject to Unannounced test for Alcohol and Drugs annually RISQS audit renewal to RISQS audit renewal.

**Failure to comply with this Policy is likely to lead to dismissal.**

Lundy-Projects also has a procedure of assistance with the rehabilitation of employees who voluntarily apply for help for drug or alcohol related problems. However, assistance must be sought at the earliest opportunity as late disclosure prompted by an impending drugs and alcohol test will not be accepted. This policy will be reviewed annually as part of the Management Review process, to ensure its continued relevance and adequacy.

Signed:-



Peter Baverstock Managing

Date: May 2023