

## POL004 Drug and Alcohol Policy Statement



As Managing Director, I shall ensure that Wembley Innovation Ltd will take all reasonable steps to ensure that employees and external providers are made aware of the contents of this statement, together with the relevant sections of the Transport and Works Act 1992 and the implications therein.

Furthermore, as a responsible employer, procedures are in place to prevent, in so far as is reasonably practicable, any offence under the Act and a monitoring process to measure the effectiveness of such procedures.

The following shall constitute instances of drug or substance misuse:

- The use of prohibited drugs as defined in the Misuse of Drugs Act 1971
- The abuse of prescribed drugs, proprietary medicines or other substances
- The use of medication, prescribed by a doctor or advised by a pharmacist, which could affect work performance
- The consumption of alcohol.

It is a requirement that no employee or external provider shall:

- Report or endeavour to report for duty having just consumed alcohol or under the influence of drugs
- Report for duty in an unfit state due to use of alcohol or drugs
- Be in possession of drugs of abuse in the workplace
- Consume alcohol or drugs whilst on duty.

I and the other members of Wembley Innovation Ltd Management Team will not tolerate any departure from these rules and will take the appropriate action in the event of any infringement. Action may also be taken if help is refused and/or impaired performance continues, or in cases of gross misconduct. Where there is possession of or dealing, with drugs action may involve the police.

There is a policy of assistance with the rehabilitation of staff with alcohol or drug related problems that voluntarily seek help; any person with such a problem is urged to do so. Any disclosure shall be treated in the strictest confidence, subject to the provisions of current legislation. It is accepted that relapses may occur and any absence for treatment and rehabilitation shall be recorded as normal sickness. Such staff must, however, seek assistance at the earliest possible opportunity - subsequent discovery or a disclosure prompted by impending screening will not be acceptable.

Systems of 'Due Diligence' have been put in place throughout the company to ensure employees do not report for or carry out work whilst under the influence of alcohol and/or drugs. External Providers must have in place such systems of 'Due Diligence' at least equal to those of Wembley Innovation Ltd.

A programme of screening has been put in place including procedures to:

- Detect the use of drugs by both existing and potential employees
- Detect the use of alcohol and/or drugs by any person(s) involved in an accident/incident where there are grounds to suspect that the actions of the person(s) led to the accident/ incident ('For Cause')
- Detect the use of alcohol and/or drugs where abnormalities of behaviour prompt managerial intervention (which may include a request for screening).

There will be liaison with other companies to facilitate the exchange of information relating to Drug and Alcohol screening where necessary.

The full Drug and Alcohol procedure document including guidance to employees will be available for employees to read and held within the main office additionally other general information about the effects of Drug and Alcohol on safety and performance can be obtained via the Safety library. This policy shall be reviewed annually ~~each year~~, or more frequently if required.

Liam Clear  
Managing Director  
Wembley Innovation Ltd

A handwritten signature in black ink, enclosed in a hand-drawn oval.

October 2019