



Green Bear

Drugs and Alcohol Policy Statement

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DRUGS AND ALCOHOL POLICY STATEMENT

Green Bear forbids any employee to work under the influence of drugs or alcohol. The company is required under the Transport and Works Act 1992 to prevent employees (or subcontractors) from carrying out tasks if they are unfit for work due to the influence of drugs or alcohol.

Any employee suspected of being under the influence of drugs or alcohol on duty will be immediately removed from site and tested in accordance with company procedures. A positive screening result will lead to disciplinary action. An approved and independent organisation carries out all drugs and alcohol screenings.

The General Manager ensures that employees are aware of the consequences of disciplinary action resulting from a breach of this policy statement, including possible prosecution under Section 27 of the Transport and Works Act.

As part of their induction, new tree-work operatives are required to undertake a drugs and alcohol test as well as a medical.

Medication that may influence an employee's ability to perform his or her duties must be declared to the General Manager before commencement of work: he will assess whether the medication will affect the ability of the employee to perform duties safely, seeking medical advice if necessary.

Every twelve months, Green Bear will randomly screen 10% of staff: employees will be informed of the result of random screening and records will be held on personnel files.

If an employee comes forward voluntarily with an acknowledged drugs or alcohol problem *before any occurrence which gives rise to the need for a test*, the company will facilitate assistance through counselling or rehabilitation programmes. Such employees will not be involved in safety-critical work until they have successfully completed their course of treatment.

Employees have been issued with a copy of this policy statement.

Signed:

Mr Junior Z Beare
Managing Director

This Policy is subject to review every two years from the date of issue