



Substance Misuse Policy Statement

Deans Civil Engineering Limited consider Health & Safety to be foremost in the company's business values. The control of Drugs and Alcohol abuse is considered to be integral to this value. To effectively police and manage any misuse our policy is as follows:

- To comply with all current legislation, in particular the Health & Safety at Work etc. Act 1974, the Misuse of Drugs Act 1971;
- To not knowingly permit any employee of Deans Civil Engineering Limited, their sub-contractors or any person directly or indirectly employed by the company, to report to work or attend work premises under the influence of alcohol or drugs, nor to consume these whilst working on behalf of the company;
- To not knowingly employ or retain any worker directly or indirectly, who has been justifiably dismissed by any employer for drug and/or alcohol related offences;
- To take suitable action against anyone found at their work to be under the influence or test positive for alcohol or drugs in breach of this policy;
- Anyone person who refuses to take a test will face sanctions up to and including termination of their contract.

Our policy is in place in order to protect you and the organisation, and to offer appropriate help and support to the individuals concerned. The policy applies to all employees.

Signed

A handwritten signature in black ink, appearing to read 'Steven Deans', written over a horizontal line.

Steven Deans
Managing Director

June 2019