



### Drugs & Alcohol Policy

This Drugs and Alcohol Policy Statement is applicable to all personnel under the control of CKJ Scaffolding services. The Managing Director shall take all reasonable steps to ensure that all relevant personnel are made aware of this Policy statement.

No person under CKJ Scaffolding services control shall: -

- Report, or endeavour to report for duty whilst under the influence of drugs or alcohol
- Report for duty in an unfit state due to the use of alcohol or drugs
- Be in possession of controlled drugs in the work place
- Promote or sell drugs in the work place
- Consume alcohol or drugs whilst on duty

Control measures include: -

- Random pre- employment drugs and alcohol testing
- An annual, unannounced, random screening of 10% of relevant personnel
- Arrangements with a Network Rail approved provider for “for cause” screening
- Reporting of results to Sentinel
- Review of the Drugs and Alcohol Policy at least annually

When being prescribed medication relevant personnel shall notify their Doctor of the nature of activities they are engaged in.

They shall ensure their Supervisor is immediately notified of any prescribed or “over-the-counter” medication being taken that may affect or impair their safe performance or which may produce a “non-negative” result upon any drug screening process.

Personnel that believe they have drugs or alcohol related problems and pro-actively raise the issue (i.e. not after being involved in an incident or being nominated for a test) shall be provided confidential support. However, other personnel in contravention of this Policy or Drugs and Alcohol Work Instruction shall be subject to appropriate disciplinary action.

The company reserves the right to involve the relevant authorities if it is deemed appropriate.

The company will monitor the effectiveness and adequacy of this Policy at least annually.

*K Perry*

Kris Perry

**Managing Director**

November 2023