



A Higher Level of Reliability®

ALCOHOL AND DRUGS POLICY

1. The Applied Inspection policy on alcohol and drugs at work is designed to promote safe and sensible attitudes and minimise risk to employees and others. The use of drugs is only permitted when prescribed by a doctor. Being under the influence of drink or drugs whilst at work or travelling to and from sites is strictly prohibited.
2. This policy is communicated to, and applies to, all levels in the organisation, and to any visiting contractors. In addition, the company will take measures wherever possible to prevent misuse through education and raising awareness about their effects on work performance and health.
3. The company operates a random drugs and alcohol testing policy where any employee may be required to attend a test without prior notice. The minimum number of random tests to be conducted each year shall equate to no less than 20% of Applied Inspection Limited Safety Critical workforce.
4. 'For cause screening' shall be carried out to ascertain if drugs or alcohol was a factor in any accident / incident, or if behaviour gives cause to suspect that an employee is unfit to continue work.
5. Any employee who has a problem with drugs or alcohol abuse, or thinks he /she may be developing one, should discuss it with his or her superior at the earliest opportunity so that appropriate action can be taken. Failure to take action can result in exposure of other employees to unacceptable health and safety dangers, and disciplinary action in accordance with the company rules may be taken.
6. All managers and supervisors are required to ensure that strict confidentiality is maintained.
7. The Managing Director shall review this policy annually at the management review or more frequently if required. The aim of the review is to evaluate this policy against its purpose and the latest revisions of UK Health and Safety legislations and the Transport and Works Act.

Joe Morgan
Managing Director

Date: January 2025

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