



DRUGS AND ALCOHOL POLICY STATEMENT

Our Commitment

A-one+ is committed to providing and maintaining a healthy and productive workplace through the highest standards of safety and employment practice.

A-one+ recognises that the use of illegal drugs, the abuse of legal drugs (including solvents) and the use and abuse of alcohol can impair an individual's performance at work. Any degree of impairment can be a serious threat to safety, health, productivity and potentially the environment.

Our Approach

Therefore:

No A-one+ employees, sub-contractors, staff and/or labour engaged through agencies, consultants and any of their employees shall:

- Report for duty under the influence of alcohol and/or illegal drugs, or under the influence of legal drugs (including solvents) caused through misuse.
- Report for duty in an unfit state due to the use of alcohol and/or illegal drugs, or through the misuse of legal drugs (including solvents).
- Consume alcohol and /or illegal drugs or misuse legal drugs (including solvents) whilst on duty.

All A-one+ employees, sub-contractors, staff and/or labour engaged through agencies, consultants and any of their employees shall act with integrity, be open and honest and respect the dignity of others at all times.

A-one+ reserves the right to test 'with cause' if any of the above characteristics are suspected or after an incident involving an employee or anyone performing duties for A-one+ under any form of contractual or sub-contractual relationship. In addition,

A-one+ will carry out random drugs and alcohol testing and testing of new employees and subcontractors at Network or Company Induction.

All work activities will be carried out with proper regard for this policy and associated procedures. All those engaged in work with A-one+ on a site with specific client requirements are expected to comply fully with any additional provisions and working practices for that site.

Policy Breaches

Any A-one+ employee found to be in breach of this policy will be excluded from their place of work and will be liable to disciplinary action, which may ultimately result in dismissal.

Any A-one+ sub-contractor, staff and/or labour engaged through agencies or consultants and any of their employees found to be in breach of this policy will be permanently removed from site or their place of work. It will be the responsibility of the individual's employer to deal with the matter once he/she has been removed.

Signed

Date 23/2/18

Clive Leadbetter

A-one+ Managing Director (for and on behalf of A-one+ JV Board)