

# Alcohol and Drugs Policy

It is the policy of Johnson Bros that alcohol or drugs in the workplace, impairment due to alcohol or drugs or the use of alcohol or drugs at any time that will induce a lack of fitness for work or will compromise safety in any way will not be tolerated.

Following the guidance of;

- Health & Safety at Work etc Act 1974
- Management of Health and Safety at Work Regs. 1999
- Transport & Works Act 1992

The use of alcohol or drugs of any kind is actively discouraged in the 12 hours prior to commencement of work. Johnson Bros do not condone the use of illegal substances at any time and any such action to the contrary by employees of the company will result in serious disciplinary action and may constitute gross misconduct.

Employees are encouraged to be particularly cautious when taking prescribed medication or commonly available drugs with regard to the potential side effects such as drowsiness and lethargy.

Johnson Bros actively encourage the use of a whistle blowing policy where an employee has suspicion of a colleague being unfit for work under this policy. Use/misuse of alcohol or drugs will affect the whole organisation therefore it is the responsibility of everyone in the organisation to be particularly mindful of this policy and take responsibility for its implementation.

Signed on behalf of Johnson Bros

A Johnson  
Managing Director