



Drugs and Alcohol Policy

HSQC Z Drive	PO031: Drugs and Alcohol Policy	Reviewed: 03/04/2023
	Prepared By HSQC Department	Next Review: 31/03/2024
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DRUGS & ALCOHOL POLICY

CC Cousins Ltd employees, including all supervisory and management staff, and third parties undertaking activities on behalf of the company whilst under the influence of alcohol or drugs, can adversely affect the health and safety of themselves and the health and safety of others from their actions.

Therefore, it is CC Cousins Ltd policy that all personnel in our employment shall not be permitted to work on any company undertakings whilst under the influence of alcohol or drugs.

Any person known to be, or suspected of being under the influence of alcohol or drugs must be referred to management, who will arrange for the person to be removed from site.

Personnel who are prescribed drugs by their doctor, must advise the Health & Safety Manager immediately prior to undertaking any work on behalf of the company, in order so that the implication of such prescriptions can be evaluated and thereby determine the competency of the person to continue in the undertaking of normal work and driving activities. A prescribed medication form will also need to be completed and signed by the employee.

Any person contravening company policy will be subject to disciplinary action, which may result in the termination of employment.

The effect of alcohol or drugs at work creates serious health and safety risks.

Therefore, the following rule will apply:

- Do not come to work under the influence of drugs or alcohol
- Do not bring no prescribed drugs or alcohol onto company premises or sites
- Check with your doctor or pharmacist about the side effects of prescribed medications
- Do not protect colleagues who you suspect to be suffering from drug or alcohol abuse by keeping silent. Report your suspicions to management
- Ask for assistance if you feel that matters are beyond your control

CC Cousins Ltd management recognises that symptoms suggesting that a person is under the influence of drugs or alcohol may be created by other conditions e.g. heat exhaustion, hypothermia, diabetes, etc. Also the person may be affected by legitimate medication prescribed by the doctor. These conditions, while still requiring the person to be removed for safety reasons from their work, will obviously affect any disciplinary action that may be considered.

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Handwritten signature of Keith Alflatt in black ink.

Keith Alflatt
Joint Managing Director

Handwritten signature of Mark Alflatt in black ink.

Mark Alflatt
Joint Managing Director

Handwritten signature of Paul Crookes in black ink.

Paul Crookes
Director

Handwritten signature of David Saunders in black ink.

David Saunders
Director

Handwritten signature of Jack Parker in black ink.

Jack Parker
Director

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