



# Drug and Alcohol Testing Policy

## Introduction

Crest Nicholson is committed to providing a safe, healthy and secure environment for all those who may be affected by its operations and activities. It recognises the inherent risks associated with illegal drug use, legal drug misuse and alcohol abuse. Substances referred to as 'legal highs' are also covered under this Policy.

This Policy is designed to help reduce and manage these risks from workplaces and their surrounding environments.

## Aims and Basic Requirements

This Policy applies to all direct employees, agency and sub-contract employees whilst at their workplace and visitors to company premises or workplaces. All persons present at any Crest Nicholson workplace must always be in a fit state to carry out their duties when at work. They must not possess, consume or be under the influence of alcohol or other impairing substances.

Anyone taking prescribed drugs must consult their doctor on the risk of the drug affecting their fitness to work before reporting for duty. Where a risk is identified, they must report this to their line manager / supervisor before commencement of work and a risk assessment must be carried out.

## Sub-contractors and Visitors

It will be a condition of contract with sub-contractor and agency firms that this Policy applies to anyone they send to work at a Crest Nicholson workplace. Any person found in breach of any of its requirements will be permanently excluded from all Crest Nicholson workplaces. Visitors to Crest Nicholson workplaces should be notified of the requirements of this Policy.

## Requests for Help

Crest Nicholson will treat any requests for assistance from any employee who volunteers the information that they have a drink or drug related problem sympathetically. A request of this nature will not be accepted subsequent to, or immediately prior, to testing for alcohol and drugs. During any programme of treatment, the individual may remain subject to the requirement of this Policy whilst at work.

## Testing

Crest Nicholson may appoint a testing company to carry out testing:

- Randomly
- Where there is reasonable suspicion or
- Following an accident or incident where deemed appropriate.

## Discipline

The disciplinary process will be invoked for direct employees as outlined in the Crest Nicholson Drug and Alcohol Policy where an individual:

- Is removed from a workplace due to impairment or suspicion of impairment caused by substance abuse, drugs or alcohol consumption;
- Tests positive for illegal drugs;
- Is found to have a blood alcohol level exceeding the current drink drive limit;
- Refuses to undertake a screening test for alcohol or drugs; or
- Is found supplying illegal drugs in any company workplace.

The Company will not accept any departure from these rules and will take the appropriate disciplinary action in the event of any infringement.

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