Blyth Construction (SW) Ltd

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SMOKING, DRUGS AND ALCOHOL POLICY STATEMENT

Blyth Construction is committed to providing a safe, healthy and productive working environment for all employees, subcontractors, visitors and members of the public. The use of alcohol, illegal drugs or New Psychoactive Substances (NPS) can impair judgement, reduce performance and create serious safety risks.

Prohibited Substances and Behavior

- Smoking, consuming, possessing or being under the influence of alcohol, illegal drugs or NPS is strictly prohibited on any Blyth Construction premises or sites.

- Anyone found smoking, taking, carrying or appearing to be under the influence of these substances will be removed from site immediately.

- Employees may be subject to disciplinary action in line with company procedures, which may include termination of employment.

Testing

- Blyth Construction may carry out random alcohol and drug testing on any workplace or site.

- All employees, subcontractors and visitors must cooperate with testing when requested.

- Refusal to participate in testing may result in removal from site and, for employees, may lead to disciplinary action up to and including dismissal.

Support for Employees

- Any employee who believes they may have an alcohol or drug-related problem is encouraged to seek help at the earliest opportunity.

- Blyth Construction will provide guidance and support, including referral to appropriate medical or support services, before the issue affects work performance or safety.

Reporting Concerns

- Employees who suspect a colleague may be unfit for work due to alcohol or drugs must report their concerns to management immediately.

- Management will address the situation sensitively, assess any immediate risk, and take appropriate action.

Medication

- Employees taking prescribed or over-the-counter medication that may affect their ability to work safely must inform their supervisor, first aider or relevant colleagues before starting work.

- This information will be treated confidentially and used only to ensure safe working arrangements.

Review

- Blyth Construction will review and update this policy regularly to ensure it remains effective and compliant with relevant legislation.

Acknowledgement

- All employees and subcontractors must sign a copy of this policy during induction to confirm they have read, understood and agree to comply with its requirements.

Blyth Construction

Director

Employee/ Subcontractor