

Alcohol and Drugs Policy Statement

Alcohol

Those who drink excessive amounts of alcohol are more likely to have or cause an accident, be absent from work and be less efficient than those who do not do so.

Drinking in your own time is a personal matter as long as it does not affect your health, work, attitude, or present a risk to others.

No employee or Subcontractor will be under the influence, possess or distribute alcohol on premises or sites under Breheny's control. Or be in an unfit state due to the consumption of alcohol.

Being classed as 'under the influence of alcohol' will be if there is more than 80mg of alcohol in 100ml of blood. For railway work this figure decreases to 30mg of alcohol in 100ml of blood.

Any person found to be under the influence of alcohol will be asked to leave the premises or site and will be reported to a member of Breheny management for further action which may include disciplinary action.

Illegal Drugs & Substances

Illegal drug and substances (such as solvents) misuse can cause aggression, irritability, sudden mood changes, dishonesty, theft and poor performance at work.

No employee or subcontractor will be under the influence, possess or distribute illegal drugs and substances on company premises or sites. Or be in an unfit state due to the use of illegal drugs or substances.

Employees and other persons under the control of the company may be subject to tests, some drugs can be detected in the bloodstream for up to thirty days. Any person found to be under the influence of illegal drugs or substances will be asked to leave the premises or site and will be reported to a member of Breheny management for further action which may include disciplinary action.

If an employee and other persons under the control of the company refuse a test, they may be asked to leave the premises or site and will be reported to a member of Breheny management for further action which may include disciplinary action.

Any person found to be possessing or distributing illegal drugs will immediately be reported to the police.

In all cases Breheny's will deal with employee's addiction problems in the strictest of confidence and will be sympathetic and advise where to obtain help and support so far as is possible within the guidance of the law.



JNE Breheny
Chairman and Chief Executive
December 2011

This Policy is to be reviewed no later than 31st December 2012.
