

DRUGS AND ALCOHOL POLICY

Cable Services Ltd operates a strict zero tolerance policy in relation to alcohol and drugs within the workplace (this includes driving on company business). We require all employees (and anyone working on our behalf such as contractors) to come to work free from the effects of alcohol and drugs. Working under the influence of alcohol or drugs, or consuming alcohol or drugs during hours of work, including paid and unpaid breaks, is strictly prohibited.

Anyone suspected to be under the influence of alcohol or drugs will be immediately asked to leave site. Anyone found to be in possession of illegal drugs or using illegal drugs while at work will be reported to the police. Any suspected breaches of this policy will be investigated in line with our disciplinary procedures and may result in dismissal. Contractors who are suspected to be in breach of this policy will be removed from site and permanently excluded from all sites owned or operated by Cable Services Ltd. The individuals concerned will also be reported to their employers and this could result in the permanent removal of the contracted company from our approved supplier list.

If the legitimate use of prescribed drugs is likely to affect job performance and safety, employees must inform their line manager immediately.

If an employee believes that they have a dependence on drugs or alcohol, they are encouraged to raise this with their line manager without delay. In these cases, the company will refer the employee to an independent support service for specialist advice and guidance.

Cable Services Ltd reserves the right to conduct random testing for alcohol or drugs. Any employee or contractor visiting any site owned or operated by Cable Services Ltd may be subject to a test at any time. Testing will be conducted by an approved competent body. Results will be used in line with our disciplinary procedures.



Jason Bostock
Managing Director.