



The G & A Barnie Groups Alcohol and Drugs policy is in place to ensure safe working for all employees, and to identify the company policies and actions should alcohol or drugs be found to be in use during working hours.

The company Alcohol and Drugs policy applies to every member of staff employed by the company, without exception.

Overall responsibility for the Alcohol and Drugs Policy is invested in the Managing Director who has approved this policy.

The company requires that all personnel have a responsibility to moderate their alcohol consumption to ensure this does not have a detrimental effect on their work.

For the safety of themselves and others, anyone believing that a person may be under the influence of alcohol or drugs should report it to G & A Barnie Group management immediately.

In the event of any employee suffering from an alcohol or drug related disease, the company will offer help and support as appropriate.

Employees who have concerns about the use of alcohol or drugs, have the right to discuss these issues with either company directors, the QHSE Manager, or their Employee Representative in complete confidence.

The company will supply employees with information regarding the effects of drinking alcohol on health and safety.

Alcoholic drinks and unauthorized drugs are strictly prohibited on any site.

Anyone found under the influence of alcohol or drugs will be immediately removed from the site or refused entry.

The consumption of alcohol on or off site during the working day by any G & A Barnie Group employee is strictly forbidden.

The G & A Barnie Group has no objection to a client asking our employees to have an alcohol or drugs test.

Should any employee be found to be in breach of this policy, the company reserve the right to take appropriate disciplinary action.

**Signed By: Alex Barnie**

**Dated: 13/12/2020**

**Signed:**

**Review Date: 13/12/2021**

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