

DRUGS AND ALCOHOL POLICY STATEMENT**PJE/HSSQ/POL/001/PS4**

P J Edwards & Co (UK) Ltd understands the benefits of encouraging healthy lifestyles amongst its employees.

P J Edwards & Co (UK) Ltd, is therefore, committed to maintaining a healthy and productive workplace through high standards of health and safety.

Whilst recognising that drugs, alcohol and substance abuse can affect individual performance and behaviour, it is the intention P J Edwards & Co (UK) Ltd to implement and maintain suitable and effective controls regarding drugs and alcohol, to avoid the potential adverse effects associated with the abuse of drugs, alcohol and substance abuse.

All P J Edwards & Co (UK) Ltd employee's, subcontractors, labour agencies, consultants and any of their employees are required to comply with this policy when providing services at P J Edwards & Co (UK) Ltd locations or on P J Edwards & Co (UK) Ltd business. P J Edwards & Co (UK) Ltd will ensure that all concerned are made aware of this policy as part of its induction and communication procedures.

No P J Edwards & Co (UK) Ltd employee, subcontractors, labour agencies, consultants and any of their employees shall:

- Report for duty under the influence of alcohol or illegal drugs, this includes through the misuse of legal drugs or solvents.
- Report for duty in an unfit state due to the use of alcohol and/ or illegal drugs or the misuse of legal drugs including solvents.
- Consume alcohol or illegal drugs (including solvents) at work,
- Be in possession of alcohol or illegal drugs whilst at work.
- Drive a company vehicle in an unfit state due to the use of alcohol and/or illegal drugs or the misuse of legal drugs or solvents.

NOTE: For site workers, testing will be at 'Safety Critical' levels

P J Edwards & Co (UK) Ltd reserves the right to test 'with cause' if any of the above characteristics are suspected or following a serious incident at a site or facility under the control by P J Edwards & Co (UK) Ltd. In addition, P J Edwards & Co (UK) Ltd will undertake 'random' drugs and alcohol testing across its business.

Any person found in breach of this policy will be excluded from their place of work and will be liable to disciplinary action, which may result in dismissal. Any person so excluded may be refused access to any P J Edwards & Co (UK) Ltd premises or site in the future.

Signed:



Adrian Norridge
Operations Director (UK)

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