

Drugs & Alcohol Policy

SparkTricity accepts its responsibility for the actions of its employees, while at work. We supervise, train and advise them on the manner in which we require them to conduct themselves.

The potential safety implications of actions carried out by people who are impaired through either the effects of alcohol or drugs are well established, particularly within a high-risk environment such as a construction site.

The Company has assessed the risk of employees under the influence of alcohol or drugs while at work, and following extensive consultation, have decided to clearly restate the Policy.

The Company Safety Policy states that “safety is paramount” and that “there is no conflict between safety and production”. This policy has been published so that our employees can clearly understand the Company requirements in order to maintain the high standards of safety that the Director demands.

2. REQUIREMENTS WHICH EXCEED THIS POLICY

When we are operating in an environment that has a more stringent Alcohol and Drugs policy than this Company Policy then it is the policy of the Company that our employees and contractors comply with the more stringent policy.

For clarity, the term site includes construction sites, any workshops and minor maintenance or snagging works at offices, houses etc.

2.1 Alcohol

- (a) For persons on site (or going to site): Persons are not permitted to enter a site with an alcohol level more than the current legal limit for driving. Anyone who appears to be impaired through alcohol, or smells of alcohol, will not be allowed on site

Persons on site (or going to site) are not allowed to consume alcohol during his or her working shift (day or night).

- (b) For office based employees: Persons must not arrive at an office with an alcohol level in excess of the current legal limit for driving. Anyone who appears to be impaired through alcohol, or smells of alcohol, will not be allowed into the office

2.2 Drugs

The Company policy for drugs will be applied equally in all circumstances, regardless of location or activity.

We distinguish between prescribed drugs and illegal substances. Prescribed drugs include controlled drugs, as defined by the Misuse of Drugs Act 1971 that have been prescribed by a person authorised by, and in accordance with, current regulations and “over the counter” medicines. Illegal substances include the abuse of legally used solvent-based substances and the illegal use of controlled substances.



- (a) For prescribed drugs and over the counter medicines: the employee must inform the prescribing medical practitioner, or pharmacist, of their occupation and enquire as to if there is any potential safety implications involved by taking the drug(s). He or she must inform the Company if there is any possible side effect that may have safety implications (such as drowsiness, dizziness etc.) The Company will carry out a risk assessment of the employee's work activity and determine if it is necessary to redeploy him or her while taking the drug(s).
- (b) For illegally used controlled substances: regardless of category (class A, B or C) the Company does not allow the illegal taking of controlled substances in any circumstances.
- (c) For glues and solvents legally used within the workplace: anyone abusing solvent-based .

3. DISCIPLINARY PROCEDURES

Non-compliance with this Policy will result in the Company Disciplinary Procedure. Non-compliance would not automatically constitute a reason for instant dismissal, albeit may do, dependent on the circumstances. Other disciplinary action may be more appropriate, such as training, coaching, retraining, counselling, or a suitable level of warning.

4. DIRECTORS STATEMENT OF INTENT

The foregoing is the Alcohol and Drugs Policy SparkTricity and applies equally to all employees and self-employed or sub-contractors under the control of the Company. It has been prepared after due consultation with those involved in its operation, and has the full backing and authority of the Board of Directors.

