

Drugs & Alcohol Policy

High Voltage Power Systems Limited recognises the importance of maintaining a healthy and productive workplace through the highest standards of safety and the reduction of risk in all its areas of activity.

This policy sets out commitment to provide a safe and healthy working environment free from the inappropriate use of alcohol and drugs in all High Voltage Power Systems Limited undertakings.

High Voltage Power Systems Limited recognises that the use of illegal drugs, misuse of legal drugs (including solvents) and the abuse of alcohol can impair job performance at work and can be a serious threat to safety, health, productivity, and the environment.

No member of High Voltage Power Systems Limited personnel, subcontractors, consultants, or agency shall:

- Report for duty under the influence of alcohol or illegal drugs, or the misuse of legal drugs (including solvents)
- Report for duty in an unfit state due to the use of alcohol or illegal drugs, or the misuse of legal drugs (including solvents)
- Consume alcohol or illegal drugs, or the misuse of legal drugs (including solvents) whilst on duty.

High Voltage Power Systems Limited reserve the right to test 'with cause' if any of these characteristics are suspected.

This policy should be seen in the context of a desire to promote the general well being of all employees, contractors and workers. It is designed to:

- Provide a framework to enable instances of drug, alcohol, and substance misuse to be handled in an appropriate and consistent way. It sets out the rules regarding the use of intoxicating substances to ensure staff are aware of the likely consequences of their employment if misusing them.
- Prevent accidents and impaired performance at work which may be alcohol or drug related, safeguarding the safety and welfare of personnel.
- Actively promote awareness and understanding of the effects of alcohol and drug related problems within the workplace, and to emphasise the potential dangers of such misuse for both the individuals' health and work performance and to encourage those with a problem to seek help.

Signed:



Michael Nunn



Jamie Lake



Daniel Glew

Directors