

Alcohol & Substance Abuse Policy Statement

George Law is committed to ensuring the health, safety and welfare of its employees and those affected by its activities. It will take all reasonable steps to reduce, if not eliminate, the risk of injuries or incidents occurring due to individuals suffering from the effects of alcohol or substance abuse. This policy applies to all employees and all persons coming onto the Company premises and sites.

George Law will undertake risk assessments to identify and assess the risks associated with alcohol and substance abuse. The risk assessments will consider the general work activities undertaken by George Law to determine the appropriate policies and arrangements for managing the risks associated with alcohol and substance abuse by employees and, where relevant, contractors, customers and the public.

George Law prohibits the drinking of alcohol by employees and contractors at any time in the workplace except for bona fide scenarios sanctioned by a Director.

George Law will take all reasonable steps to prevent employees and contractors carrying out work-related activities if they are considered to be unfit / unsafe to undertake the work as a result of alcohol consumption or substance abuse.

George Law expressly prohibits the use of any illegal drugs or any prescription drugs that have not been prescribed for the user. It is a criminal offence to be in possession of, use or distribute an illicit substance. If any such incidents take place on Company premises, in company vehicles or at any construction site, they will be regarded as serious, will be investigated by the Company, and may lead to disciplinary action and possible reporting to the Police.

Signed:

A handwritten signature in black ink, appearing to read 'G. Little', with a horizontal line underneath.

G. Little

Director

1st January 2016
