

# STAG SECURITY SERVICES LTD

## Drugs and Alcohol Policy

### STATEMENT

Stag Security Services Ltd is committed to providing a safe and work environment with the appropriate safeguards. For health, safety, moral and financial reasons the business will enforce this policy.

Stag Security will take action so as it is reasonably practicable, to prevent any substance abuse which increases the potential for accidents, ill health, absenteeism, sub-standard performance or which would otherwise adversely affect its employees or other persons.

This policy shall equally to all employees including directors, management, administration, supervisors and officers. This policy shall also apply to workers, sub-contractors and relevant third parties (other persons) whilst Stag Security has a statutory duty for their protection.

### Objectives

- . To ensure Health and Safety of individuals is not compromised by the actions of others that are under the influence of drugs or alcohol or
- . That individuals do not possess or supply any drugs of abuse whilst at work
- . To encourage a safer and healthier working environment for our people
- . To ensure that anyone suspected of being under the influence of alcohol or drugs is treated in a fair and consistent manner
- . To ensure that anyone who advises their line manager that they have a drug or alcohol related problem is given the necessary support to resolve their problems and commit to the agreed course of treatment.
- . To ensure all persons under our control tell their supervisor or manager if they are taking any medication
- . To ensure relevant persons undergo testing for drugs and alcohol when requested to do so
- . Where applicable, to support the requirements of our clients and the market sector in which we work by imposing a stricter policy

In the context of this policy the following definitions apply:

**Substance** – Alcohol, illicit drugs, prescription drugs, over the counter medication, solvents or any other substance that when used can affect and individuals, perception/actions.

**Abuse** – the use of illegal drugs and deliberate misuse of prescribed drugs, over the counter medication or other substances such as solvents and alcohol.

Stag Security recognises that substance abuse can be a serious medical condition. The business will provide employees with the appropriate and reasonable assistance to obtain the necessary treatment if advised voluntarily by the employee. In all cases this will be dealt with in strict confidence, Subject to the requirements of the law.

Stag Security will provide appropriate guidance and information to all employees relating to substance abuse and the safe use of alcohol.

Stag Security will be set the Cut off Levels for Drugs and Alcohol, this shall be recorded Drugs and Alcohol Standard.

No employees of Stag Security (and other persons as defined above) shall abuse substances, be above specified alcohol limits, supply others with, or be in possession of any substance ( other than prescription drugs and over the counter medication) whilst engaged on Carillion Infrastructure business.

Employees (and other persons as defined above) taking prescription or over the counter medication, which may affect performance at work, must notify their Stag Security Supervisor/manager.

Stag Security reserve the right to require all employees ( and other persons as defined above) to undergo alcohol and drug screening tests and searches a laid down in Stag Security procedures. Failure or refusal to take any such test will render the employee subject to disciplinary action or, in the case of others lead to the exclusion from Stag Security Services Ltd.

The responsibilities for the implementation of shall be defined in specific Stag Security Procedures.

This policy will be made available to all employees and other parties as defined above through briefings, Induction and displayed in site file and on the company website.

This policy will be regularly reviewed for its effectiveness in line with the Stag Security Services Ltd Health and Safety Policy and arrangements.

Signed  ..... **Graham Watson, Chief Executive**

Date... 1 MAY 2011 .....