



DRUGS and ALCOHOL POLICY

W.B. Simpson's seek to minimise alcohol and drug related human error as a cause of accidents in the workplace

This is particularly important in view of construction work activities carried out by our operatives and sub-contractors, Employees, labour only contractors or any person representing W. B. Simpson's must not try to report for work if they are unfit through alcohol or illegal drugs.

All operatives and sub-contractors are therefore made aware that they are not allowed to consume alcohol or non-prescription drugs at any time during the working day, including lunch breaks that could impair work skills, balance or judgement, and that disciplinary action will be taken if necessary.

Operatives who use prescribed drugs must ensure through consultation with their doctor that they will suffer no adverse effects whilst at work. A Director or Manager and their supervisor must be informed where prescribed drugs are likely to have an effect on a person's ability to carry out normal duties.

The Company explicitly prohibits:

- The use, possession, solicitation for, or sale of narcotics or other illegal drugs, alcohol, or prescription medication without a prescription on Company or customer premises or while carrying out any type of work detailed by the company.
- Being impaired or under the influence of legal or illegal drugs or alcohol away from the Company or customer premises, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation.
- Possession, use, solicitation for, or sale of legal or illegal drugs or alcohol away from the Company or customer premises, if such activity or involvement adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation.
- The presence of any detectable amount of prohibited substances in the employee's system while at work, while on the premises of the company or its customers, or while on company business. "Prohibited substances" include illegal drugs, alcohol, or prescription drugs not taken in accordance with a prescription given to the employee.

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