

ALCOHOL & DRUGS POLICY

MacLennan will consider any person or persons, employed by the company either directly or indirectly, who arrive at work or during working hours are found to be under the influence or in the possession of alcohol, or under the influence or in the possession of un-prescribed illegal substances, as having committed a gross breach of the company's Health and Safety Policy and as such are liable to summary dismissal.

Any person or persons, who are required to take drugs due to a medical condition, are required to inform the company of the fact and may be, at the company's discretion, requested to provide a letter signed by the person's medical practitioner confirming the situation.

Any person/ persons, who are suspected of being under the influence of alcohol or un-prescribed drugs, may be required to be examined by a medical practitioner to ascertain their condition. Refusal to be examined will be deemed that the person is under the influence of alcohol or drugs and the appropriate disciplinary action will be taken.

Date 11/01/23

On behalf of LSE Building Preservation Ltd (t/a MacLennan)