



Drugs and Alcohol Abuse Policy Statement

McCarthy & Associates Ltd will maintain an environment free from controlled substances (drugs) and alcohol induced impairment.

It is against the law and Company policy for any employee or sub-contractor to manufacture, distribute, disperse, possess or use controlled substances or alcohol while engaged in work activity at McCarthy & Associates Ltd, its subsidiaries or construction sites.

The Company Policy is determined entirely by the two relevant documents issued by the Health & Safety Executive;

- i) DRUG MISUSE AT WORK – A guide for employers.
- ii) DON'T MIX IT – A guide for employers on alcohol at work.

The above documents are available on the HSE web site (www.hse.gov.uk).

All Departmental Managers are required to express their commitment to the stated policy.

Signed on behalf of McCarthy's.

Signed:

Steve McCarthy
Managing Director

Review Date: 6th January 2023

Reviewed Annually

Amended Date: 7th October 2014