

## **Alcohol & Drugs Policy**

Under legalisation Your Grounds Care have a duty to ensure so far as it is reasonably practicable, the health and safety and welfare at work of all employees and similarly you have a responsibility to yourself and your colleagues. The use of alcohol and drugs may impair the safe and efficient running of the business and/or the health and safety of our employees.

### **The aim:**

The aim of this policy is to ensure the safety of all employees by having clear rules in place regarding use and possession of alcohol and drugs, and to support those who have reported a problem with alcohol or drug dependence.

### **Objective of this Policy:**

- ~ Comply with our legal responsibilities
- ~ Raise awareness amongst staff of the effects of drugs and alcohol and the impact on themselves and the workplace of inappropriate use.
- ~ Demonstrate the organisation commitment to staff health and safety

### **Principles:**

- ~ The rules on alcohol and drugs will be strictly enforced
- ~ All matters concerning drugs and alcohol shall be treated as confidential
- ~ Those who admit to having a problem with alcohol or drugs shall be fully supported by their Managing Director.

If your performance or attendance at work is affected as a result of alcohol or drugs, or we believe you have been involved in any drug related action/offence, you may be subject to disciplinary action and, dependent on the circumstances, this may lead to your dismissal.

Date: 01/04/2016

Signature: Adam Brindle

Position: MD

Review Date: 01/04/2017

**The Grounds Care Group (UK) Ltd. Company No: 06751143**

Subsidiaries: Grounds Care Solutions Limited. Company No: 10134286

Japanese Knotweed Specialists Limited. Company No: 07666472; UK Gritting Limited. Company No: 07666501

Tree Works UK Limited. Company No: 07666225

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