

Drugs and Alcohol Policy

Date: Wednesday, 01 January 2026

Review Date: Thursday, 01 January 2027

Britannica Safety Ltd is committed to maintaining a safe, healthy, and productive workplace, free from the misuse of drugs and alcohol. This robust policy is in place to protect the safety, health, and well-being of all employees, clients, contractors, and the wider community.

Our Commitments:

1. Zero Tolerance Approach

- Employees must never report to work under the influence of drugs or alcohol.
- The possession, consumption, sale, or distribution of illegal substances on company property or during working hours is strictly prohibited and will be treated as serious misconduct.

2. Prescription and Over-the-Counter Medication

- Employees must inform their line manager immediately if prescribed or over-the-counter medication may impair their ability to work safely and effectively.
- Confidential discussions and adjustments will be made, as necessary, to support affected employees.

3. Drug and Alcohol Testing

- Britannica Safety Ltd reserves the right to carry out random, periodic, and incident-triggered drug and alcohol testing.
- Testing will be conducted professionally, confidentially, and in accordance with relevant laws and regulations.

4. Support and Rehabilitation

- Employees struggling with drug or alcohol issues are strongly encouraged to voluntarily seek assistance.
- The company will support employees with confidential advice, counselling, and access to appropriate rehabilitation services where possible.

5. Disciplinary Actions

- Violations of this policy may result in disciplinary actions up to and including immediate dismissal.
- Serious breaches involving illegal substances may also lead to reporting to relevant authorities.

6. Training, Awareness, and Responsibility

- Comprehensive training will be regularly provided to all employees to highlight risks associated with drug and alcohol misuse and reinforce their responsibilities.

7. Continuous Review

- This policy will be reviewed annually to ensure continued effectiveness and compliance with current legislation and best practices.

Britannica Safety Ltd expects all employees and stakeholders to support and adhere strictly to this policy to maintain a safe, responsible, and professional working environment.

Signed:

Christopher Driver

Director