

Drugs and Alcohol Policy Statement

We are a civil engineering, building and groundworks company based in the Midlands and operating throughout the UK supporting the country's largest organisations within construction. Essentially, McDermott Building and Civil Engineering Ltd (McDermotts) is a family founded business that is values driven and managed as a professional corporate entity; underpinned by continuous investment and a customer-centric focus. Indeed, we believe that most values are relevant but the single one we wish to emphasise is "Integrity" which represents a concept of consistency of actions, values, methods, measures, principles, expectations and outcomes.

We operate an integrated management system that is certified to ISO 9001, ISO 14001, ISO 45001, ISO 50001 and NHSS 30.

The aim of this policy is to ensure, so far as is reasonably practicable, the health, safety and welfare of our workers while they are at work, in relation to drugs and alcohol, and to comply with all relevant legislation, including:

- Health and Safety at Work Act 1974
- Management of Health and Safety at Work Regulations 1999
- Misuse of Drugs Act 1971
- Road Traffic Act 1988
- Transport and Works Act 1992.

To ensure that drugs and alcohol are managed within the workplace, that activities are undertaken safely and that our policy will be clearly understood throughout the company, we will:

- effectively communicate our strategy on drugs and alcohol in the workplace.
- train supervisors and managers to identify workers they suspect of misusing drugs and alcohol.
- develop a system for dealing with workers who are experiencing problems with drugs and alcohol.
- provide workers with adequate information, instruction, and training to enable them to perform their work safely.
- ensure that adequate resources are made available to fulfil the requirements of this strategy; and
- review this policy at least annually but more frequently if significant changes occur.

A more detailed company standard procedure on drugs and alcohol provides the detail of how we implement this commitment. This includes:

- our preventive measures to ensure workers do not attend site under the influence of alcohol and/or drugs
- testing requirement, frequency, substances tested for and management of test results
- post-incident and/or reasonable cause drug and alcohol testing
- return-to-duty testing process and unannounced testing programmes for workers following a policy violation and/or substance abuse treatment.

The Board of Directors ensure regular meetings to set, review and evaluate objectives, targets, and programmes of action.

This policy statement may be amended, monitored and added to from time to time and a copy will be available to all workers, contracted staff on site and interested parties through our website. In addition, a copy will be displayed at head office.

Malcolm McDermott