

# DRUG & ALCOHOL POLICY

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**All staff, operatives, subcontractors and visitors on Cheetham Hill Construction business premises (including construction sites), or working on or operating on any item of plant, equipment or vehicle belonging to or hired by CHC are:**

- Prohibited from using, possessing, distributing, manufacturing, being under the influence of, or otherwise being involved with illegal drugs, controlled substances or alcohol
- Prohibited from misusing chemicals or engaging in substance abuse
- Prohibited from consuming or being under the influence of alcohol
- Prohibited from operating any plant, machinery, equipment or vehicles whilst under the influence of drugs or alcohol
- Required to report to the Site Manager, direct Supervisor or Line Manager when they are required to take any medication either prescribed by a medical practitioner or purchased over the counter which may adversely influence their ability to work safely

CHC reserves the right to remove any member of staff or operative (including visitors or subcontractors) from their place of work should they be found or suspected of being under the influence of drugs or alcohol.

Any person suspected may be required to undertake a drugs and/ or alcohol test in accordance with company procedures.

Mandatory drug and alcohol tests will be undertaken following any incident involving a vehicle. Failure to take this test will result in disciplinary proceedings.

Misuse of drugs and abuse of alcohol by the workforce on any CHC construction site will negatively affect the business, health and safety standards and undermine public and client confidence in our ability to undertake construction projects.

CHC undertake random drugs and alcohol testing on its sites.

Failure to comply with this Company policy will render that person or persons subject to company disciplinary procedures under the section entitled Gross Misconduct.

Signed: .....

Date: 22/07/2025

Name: Howard Chamberlain - Managing Director

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