



Drugs and Alcohol Policy Statement

Elite Tiling Ltd holds Health and Safety as a core business value and is committed to creating a future free of incidents and injuries. The effective management of drug and alcohol abuse is an integral part of this.

It is the policy of Elite Tiling Ltd:

- To comply with all current legislation, in particular the Health & Safety at Work Act 1974.
- To not knowingly permit any employee of Elite Tiling Ltd, its consultants and trade contractors, or anyone engaged directly or indirectly (a "Worker"), to report for work or attend work premises under the influence of alcohol or drugs, nor to consume these whilst on duty or on the premises.
- To implement control measures to prevent, as far as reasonably practicable, such people reporting for work or attending work premises:
 - When affected by drugs or excess alcohol; or
 - Consuming drugs or alcohol at work.These measures will include pre-employment, post incident and unannounced random drugs and alcohol screening.
- To provide a positive approach to those Workers seeking help or guidance in over coming alcohol and/or drug related problems, but only where these problems are raised at any time prior to being selected for random testing.
- To not knowingly employ or retain any Worker, directly or indirectly, who has been justifiably dismissed by any employer for drug and/or alcohol related offences within the previous 12 months. (Even after 12 months, Elite Tiling Ltd would require satisfactory evidence of reform, and the Worker must face the possibility of being re-tested at any time).
- To take suitable action, usually dismissal or termination of contract, against anyone testing positive to alcohol or drugs in breach of this policy.

Any Worker found to have tested positive after any drug or alcohol test will be immediately suspended from the work in which they are engaged, pending a full investigation.

Workers testing positive for drugs or excess alcohol, or refusing to take a test, face sanctions up to and including termination of contract.

The above Policy will be reviewed annually or where there are changes to legislation.

Directors Signature:  Date: 7/7/09

Review date: July 2010