

Pollock and Sons Crane Hire Limited is dedicated to ensuring the health and safety of every worker and visitor to our workplace. We achieve this by our commitment to creating a workplace free of the potential risks associated with the misuse of alcohol and drugs. This includes but is not limited to, prescription medication, synthetic substances, illegal substances and alcohol abuse.

### **Aims of the Policy**

- promote employees' wellbeing, health and safety
- recruit employee's who comply with the policy
- reduce the number, type and costs of accidents / incidents
- create a work environment where employees feel safe and are supported
- recognise the importance of satisfying the client and providing a quality service
- improve business performance including management of business risk and associated costs
- To comply with Health and Safety at Work Act 2015, any amendments and any associated legislation

### **Pollock and Sons Crane Hire Limited will achieve this commitment by;**

- Education, Information and training will be provided for all employees to ensure familiarity with the issues of substance misuse and their potential risk, and the policies and the objectives of the company to maintain a workplace free of the potential risks associated with the misuse of alcohol and drugs.
- Strictly prohibit the making, sale, purchase, transfer, distribution, consumption or possession of drugs on any company property including vehicles.
- Conduct Pre-employment screening, post-incident testing, reasonable cause testing and at our discretion, at any time, we may engage the services of The Drug Detection Agency (TDDA) to carry out random testing.
- We may, at our discretion, offer rehabilitation programs to those who request help with a drug/alcohol problem.
- We have developed a comprehensive Drug and Alcohol Management Procedure which clearly outlines the companies' expectations and requirements for creating and maintaining an alcohol and drug free work environment, and for dealing with substance abuse in the workplace.

The Drug & Alcohol Policy will apply to workers' on all Company sites, while sub-contracting on another PCBU's site or whilst undertaking duties on a Client's site at all times except when a main Contractors' Drug and Alcohol Policy and relevant procedures supersede those of Pollock and Sons Crane Hire Limited (and has been formally agreed to).



Wayne Slater  
Managing Director  
Pollock & Sons Crane Hire Limited  
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