

TEL 01766 762768



FAX 01766 762403

enquiries@johnrobertsffestiniog.co.uk

JOHN ROBERTS (FFESTINIOG) LTD
CONTRACTORS, HAULAGE & PLANT HIRE

Registered Office

BONT NEWYDD, FFESTINIOG, GWYNEDD, N. WALES LL41 4PT

COMPANY NUMBER 852588

VAT REG. NO. 834 8694 83



ALCOHOL & DRUGS POLICY

Under legislation we, as an employer, have a duty to ensure so far as is reasonably practicable, the health and safety and welfare at work of all our employees and similarly our employees have a responsibility to themselves and colleagues.

The use of alcohol and drugs may impair the safe and efficient running of our business and/or the health and safety of our employees.

The effects of alcohol and drugs can be numerous:-

- a. absenteeism (e.g. unauthorised absence, lateness, excessive levels of sickness, etc.);
- b higher accident levels (e.g. at work, elsewhere, driving to and from work);
and
- c. work performance (e.g. difficulty in concentrating, tasks taking more time, making mistakes, etc.).

If our employees performance or attendance at work is affected as a result of alcohol or drugs, or we believe that an employee have been involved in any drug related action/offence, they may be subject to disciplinary action and, dependent on the circumstances, this may lead to their dismissal.

Signature

Date January 2022

Position

Managing Director.