



FRANKLYN YATES ENGINEERING LTD DRUGS AND ALCOHOL POLICY STATEMENT

6TH JANUARY 2021

ISSUE 1

REF FYS-013

Drugs and Alcohol Statement

Franklyn Yates Engineering Limited is committed to maintaining a healthy and productive workplace through the highest standards of safety and employment practice, concern for the environment and the reduction of risk in all areas of activity.

Franklyn Yates Engineering Limited recognises that the use of illegal drugs, misuse of illegal drugs (including solvents) and the abuse of alcohol can impair job performance at work and can be a serious threat to safety, health, productivity and the environment.

All Franklyn Yates Engineering Limited's staff, sub-contractors, staff and labour agencies, consultants and any of their employees are required to comply with company policy when providing services at Franklyn Yates Engineering Limited locations or on Franklyn Yates Engineering Limited business. Franklyn Yates Engineering Limited will ensure that they are made aware of this policy as part of its induction and communication procedures.

No member of the Franklyn Yates Engineering Limited's employees, work force or sub-contractors, labour agencies, consultants and any of their employees shall:

- Report for duty under the influence of alcohol or illegal drugs, or the misuse of legal drugs (including solvents)
- Report for duty in an unfit state due to the use of alcohol and / or illegal drugs, or the misuse of legal drugs (including solvents)
- Consume alcohol or illegal drugs, or misuse illegal drugs (including solvents) whilst on duty.

Franklyn Yates Engineering Limited reserves the right to test 'with cause' if any of the above characteristics are suspected. In addition, Franklyn Yates Engineering Limited reserve the right to carry out random drugs and alcohol testing at all their projects and offices.

All work activities will be carried out with proper regard for the company drugs and alcohol policy ref: FYP_013 and its associated procedures. All those engaged to work with Franklyn Yates Engineering Limited on a site with specific client requirements are expected to comply fully with provisions and working practices on that site including any additional client specific requirements.

Any worker found in breach of this policy will be excluded from their place of work and will be liable to disciplinary action, which may ultimately result in dismissal. Any person so excluded may be refused access to any Franklyn Yates Engineering Limited site/office in the future.

For and on behalf of Franklyn Yates Engineering Ltd

Company Reg No. 3864528

Charles Conroy
CEO/Managing Director

Date: 6th January 2021