



SBL Fire Solutions

Saving Life and Property through fire containment

Drug and Alcohol Policy

1. **SBL Fire Solutions Ltd** believes that it is important and essential that its workers are in full control of themselves and all their faculties throughout the working day. Those who are not in control will be a danger to themselves, and those around them. They may damage our relationships with our clients and their relationships with those they work with.
2. In recognition of this, **SBL Fire Solutions Ltd** requires all representatives to present themselves to work in a fit state, in full command of their actions and their faculties, during all working hours.
3. If a representative attends site in an unfit state under the influence of non medicinal drugs (including alcohol), they will not be allowed to start work as they will pose a danger to themselves and others. They will be immediately dismissed from site and will not be allowed to return until deemed fit by the **SBL Fire Solutions Ltd** Site Manager.
4. Use of illegal drugs or alcohol during the working day on any **SBL Fire Solutions Ltd** site or a client's site will lead to instant dismissal from site and termination of the representatives contract.
5. Additionally consideration to the side affect of any and all prescribed drugs must be taken when assessing the fitness to work of all operatives. Operatives should report, in confidence any prescribed medication being taken and the possible side effects, to allow this assessment to take place. **SBL Fire Solutions Ltd** will work actively with any operative to find suitable employment should they be found to be unfit for the role they are currently employed in.

Signed
Mr Glen Spree

Dated 13th October 2023.....