

T R Fabrications Ltd

DRUGS AND ALCOHOL POLICY

Introduction Under the Health and Safety at Work Act (1974) T R Fabrications has a duty to ensure the health, safety and welfare at work of all their employees and other persons, including visitors and contractors using the premises. The Act places a general duty on employees to take reasonable care of their own health and safety and of any other persons, who may be affected by their acts or omissions, whilst at work.

Therefore, T R Fabrication aims to control the risk to Health and Safety from drugs and alcohol in the work place. In addition to its Health and Safety responsibilities, T R Fabrications recognises that alcohol and drug misuse affects performance, conduct and relationships at work and at home. People, who develop alcohol or drug related problems, cause harm to themselves and to others.

The Drugs and Alcohol Policy applies to all employees, T R Fabrications believes drugs and Alcohol misuse is unacceptable under any work-related circumstance, therefore T R Fabrications applies a zero-tolerance approach.

Staff may be tested for drugs and alcohol, if they are involved in a serious accident – incident or appear to be under the influence of either drugs or alcohol.

Employees should note it is a criminal offence to be unfit, through drugs or alcohol, while doing work known as safety critical work.

T R Fabrications will deal with drug or alcohol problems in a confidential manner, and place structures to help employees deal with drug and alcohol problems.

All employees have a role to play in enforcing the policy and are required to deal with any observed or reported breaches. Should employees feel apprehensive about their own safety in regard to addressing any breach, they should seek management support.

Failure to comply with this policy may lead to a lack of clarity over job role, learning needs or expected standards of performance, resulting in reduced effectiveness or efficiency, underperformance and putting service delivery at risk.

Any employees who seeks the assistance of T R Fabrications in finding treatment for a drugs or alcohol problem has T R Fabrications complete assurance of confidentiality.

Signed: P Richardson

Job Title: Managing Director

Dated: 04/08/2026

