



**SEL ENVIRONMENTAL LTD**

**ALCOHOL & DRUGS POLICY**

Supported by






**SEL Environmental Ltd  
Canal House  
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## Review and Revisions

Review Date	Reviewed By	Signed	Revisions
02/10/2020	M Gilsenan		N/A
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28/11/2022	M Gilsenan		N/A



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## **ALCOHOL & DRUGS POLICY**

This statement sets out SEL's policy for minimising risk to its activities and operations. It applies to all SEL employees and, where appropriate, others such as consultants, subcontractors and agency workers working under SEL's control.

At SEL we are committed to ensuring the health and safety of our employees. One element of that commitment is to ensure that our employees and others are not placing themselves or others at risk by the misuse of drugs or alcohol.

The purpose of this policy is to ensure that employees and others do not report for work in an unfit state by virtue of use of alcohol or drugs, including both illegal drugs, legal medication and legal highs (properly known as Novel Psychoactive Substances), nor consume or be in possession of alcohol, or any drug that may affect their ability to undertake their duties.

Under legislation SEL, as your 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 you have a responsibility to yourself and your colleagues. The use of alcohol and drugs may impair the safe and efficient running of the business and/or the health and safety of our employees.

The effect of alcohol and drugs can be numerous: - (These are examples only and not an exhaustive list)

- Loss of productivity and poor performance; (e.g. difficulty in concentrating, tasks taking more time, making mistakes, etc.)
- Lateness and absenteeism (e.g. unauthorised absence, lateness, excessive levels of sickness, etc...);
- Safety concerns (e.g. higher accident levels at work, elsewhere, driving to and from work);
- Effect on team morale and employee relations;
- Bad behaviour or poor discipline;

If your performance, attendance or health & safety at work is affected as a result of alcohol or drugs, or we believe you have been involved in any drug related action/offence, you may be subject to disciplinary action and, dependent on the circumstances, this may lead to your dismissal.

No employee, consultants, sub-contractors and agency workers working under SEL's control or contractor will:

- Report in an unfit state due to the use of drugs or alcohol
- Be in possession of alcohol or drugs of abuse in the workplace or
- Consume alcohol or use drugs during working hours.

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