

Drugs & Alcohol Policy

This policy applies to all employees, contractors, sub-contractors and visitors/customers whilst on MCFT or customer premises and/or engaged in company related activities.

MCFT is committed to ensuring the health, safety and welfare of its employees. We will take all reasonable steps to reduce, if not eliminate, the risk of injuries/incidents occurring due to individuals suffering from the effects of alcohol or substance abuse. By adhering to this policy, we all contribute to a positive work environment for everyone.

MCFT will undertake regular risk assessments to identify and assess the risks associated with alcohol and substance abuse. The risk assessments will consider the scope of all work activities undertaken by MCFT (in particular any safety critical operations) to determine the appropriate policies and arrangements for managing the risks associated with alcohol and substance abuse by employees, sub-contractors, customers and, where relevant, the public.

MCFT prohibits the drinking of alcohol by employees and sub-contractors at any time in the workplace or on company business. MCFT will take all reasonable steps to prevent employees and sub-contractors carrying out work-related activities if they are considered to be unfit to undertake the work as a result of alcohol consumption or substance abuse.

MCFT expressly prohibits the use of any illegal drugs (including psychoactive substances, formerly known as "legal highs") or any prescription drugs that have not been prescribed for the user. It is a criminal offence to be in possession of, use or distribute an illicit substance. If any such incidents take place on MCFT or customer premises, in company vehicles or at a company function, they may be reported to the police.

Employees or other persons under MCFT's control shall not:

- report to work having consumed drugs or alcohol likely to render them unfit and unsafe for work
- consume or be under the influence of drugs or alcohol while at work
- attempt to sell or give drugs or alcohol to any other employee or other person.

For the avoidance of doubt the use, possession, sale, distribution, or being under the influence of illegal drugs or unauthorised prescription drugs is strictly prohibited on company premises, customer premises, company vehicles or during work hours. The consumption of alcohol is strictly prohibited unless explicitly allowed during authorised company events.

Employees must inform their line manager if they are prescribed medication that may affect their ability to carry out their work safely. Drugs that cause drowsiness must not be used whilst at work.

Failure to adhere to this policy will be considered gross misconduct which may lead to summary dismissal without notice.

This policy will be reviewed regularly.