

## FITNESS TO WORK POLICY

GroundShore Ltd is committed to a safe and healthy workplace by controlling the risks associated with the use of alcohol, drugs and smoking. Both illegal and legal drug use may contribute to health and safety risks, workplace accidents for both the user and the people sharing the environment.

We aim to achieve this objective by ensuring that all GroundShore Ltd employees have a safe work environment to complete their duties.

**Smoking** is prohibited on any enclosed work sites, within company vehicles, machinery, plant or equipment or within three metres of any building. Smoking in open areas is permitted if the risk of inhalation of passive smoke by non-smokers will not occur. Smokers are responsible for the appropriate disposal of all waste products such as butts and papers.

**Alcohol** is not permitted on company or work sites, unless authorised by management for special occasions. Any person found in possession of, consuming or under the influence of alcohol on work premises may be subject to instant dismissal.

**Drug use**, possession and distribution on any company work site or company function is strictly forbidden. Employees or Subcontractors who are taking prescribed or over the counter medicine must notify their supervisor, particularly in the case their medication may affect their judgement in any way which could affect them to work in a safety manner.

GroundShore Ltd is able to assist employees who require counselling services if they think they have a drug or alcohol related problem.



Signed.....

Date : 10/06/18

Eamonn Vaughan  
Managing Director