

## Substance Abuse Strategy

**Capstone Construction believe that all employees have a right to work in a safe and healthy environment and we intend to carry out our business without putting employees, or others, health, or physical well-being at risk through drug and alcohol misuse.**

## Statement of Intent

Further to the above strategy, Capstone Construction will:

- Ensure that all new employees are aware of our substance abuse policy and that screening may take place
- Make employees and sub-contractors aware that to possess, consume, or sell 'illicit' drugs (e.g. heroin, cocaine, cannabis, etc.) on Capstone Construction work sites and premises, or to work in general having taken such drugs, will result in disciplinary action, and law enforcement where applicable
- Make employees and sub-contractors aware that to consume alcohol on company premises or to report for work under the influence of alcohol will result in disciplinary action
- Ensure any person who is discovered to be impaired from the effects of substance misuse will be escorted off site and returned to a safe place to minimise added risk from operating vehicles, plant and/or equipment whilst under the influence
- Make employees and sub-contractors aware that the taking of 'medically prescribed' or 'over the counter' drugs may impair work performance and safety and they are therefore legally bound to inform the Line Manager of such drugs which may affect performance at work
- Undertake random substance abuse and/or 'with cause' testing on any Capstone Construction controlled or occupied work site without notice to the employee and/or sub-contractor
- Aim to minimise problems at work which may arise from drug/alcohol use or abuse, by identifying individuals whose performance is impaired by drugs/alcohol and our management will request and encourage individuals who are found to have a substance abuse problem to seek counselling from a professional body
- Encourage anyone with a drug/alcohol problem to come forward and seek help and that the issue will be treated sensitively, in the strictest confidence and within the constraints of any legal requirements

To seek continual improvement, and assist in the implementation of this Policy, we will utilise external support as appropriate and seek advice on substance abuse matters and assistance with our screening programme from our appointed competent internal personnel and external support.



**Rhona Donnelly (Managing Director)**