

TRD are committed to maintaining a safe, healthy, and productive work environment. The presence of drugs and alcohol in the workplace poses serious safety risks, especially in the roofing industry. Due to the high risk nature of our industry, to ensure the safety of our employees, clients, and the public, we enforce a strict zero-tolerance policy regarding drug and alcohol use, in line with UK legislation.

Scope

This policy applies to all employees, subcontractors, and visitors on any company premises, project sites, or while operating company vehicles and equipment. It complies with UK laws including the **Health and Safety at Work Act 1974**, the **Misuse of Drugs Act 1971**, the **Road Traffic Act 1988**, and the **Equal**

Prohibited Conduct

The following are strictly prohibited:

- » The use, possession, distribution, sale, or being under the influence of illegal drugs or alcohol while on duty or on company premises.
- » Reporting to work while impaired by drugs or alcohol.
- » The misuse of prescription or over-the-counter medications that may impair job performance or safety.
- » Refusing to submit to a drug and alcohol test when required under this policy.

Drug and Alcohol Testing

To enforce this policy, the company may require drug and alcohol testing in the following circumstances:

- » **Pre-employment Testing** – All potential hires must pass a drug test before commencing employment.
- » **Random Testing** – Employees may be subject to random drug and alcohol testing at the company's discretion, in line with employment law and data protection regulations.
- » **Post-Accident Testing** – Any employee involved in a workplace accident may be required to undergo testing to determine if impairment was a factor.
- » **Reasonable Suspicion Testing** – Employees exhibiting signs of impairment, erratic behaviour, or unusual conduct may be subject to immediate testing.
- » **Return-to-Duty Testing** – If an employee is permitted to return to work after a violation, they must pass a drug and alcohol test.

Consequences of Violation

Any employee found in violation of this policy will face **immediate disciplinary action**, which may include **dismissal** in accordance with UK employment law. Subcontractors and visitors violating this policy will be removed from company premises and may be barred from future work or access.

Prescription Medication

Employees using prescription or over-the-counter medication that may impair their ability to perform their job safely must notify their supervisor. A doctor's note may be required, and the company will determine if the employee can perform their duties safely while on such medication, in accordance with the **Equality Act 2010**.

Employee Responsibility

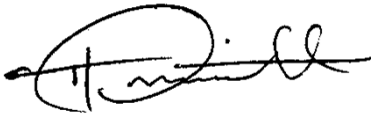
All employees are responsible for adhering to this policy. Employees must also report any suspected violations of this policy to their supervisor or management immediately.

Confidentiality

All drug and alcohol testing results and related information will be kept strictly confidential and used only for enforcement of this policy, in compliance with **UK GDPR and data protection laws**.

This policy will be reviewed annually as part of the Management review process to ensure its continued relevance and adequacy.

Director: Tom Derricutt



Date: 10 January 2025

Review date: 09 January 2026