

Alcohol & Drugs Policy

1. POLICY STATEMENT

1.1 The Chiltern Lift Company Ltd is committed to providing a safe and healthy working environment for all employees and those affected by our activities. The Chiltern Lift Company Ltd's operations will be carried out so as to ensure, so far as is reasonably practicable, that the Health, Safety or Conditions of any person or property will not be adversely affected. The misuse of drugs or alcohol by individuals can lead to an increased risk of accidents or incidents; The Chiltern Lift Company Ltd aims to reduce these risks by means of the Policy, Procedures and Guidance set out in this document (together, this "Policy").

1.2 This Policy is applicable to all officers and employees of the Chiltern Lift Company Ltd and all, consultants, contractors, and sub-contractors or other third parties employed or engaged by or on behalf of a The Chiltern Lift Company Ltd, together "Relevant Individuals".

1.3 The aims of this Policy are to:

- Ensure that The Chiltern Lift Company Ltd complies with relevant legislation relating to substance abuse at work (including without limitation The Health and Safety at Work etc. Act 1974, The Transport and Works Act 1992, The Misuse of Drugs Act 1971 and The Railways (Safety critical work) Act 1994):
- To take a proactive approach to ensure that our workplace is a drug and alcohol free environment as part of our commitment to ensuring a safe and productive workplace, by ensuring that all relevant individuals are aware of this Policy and that anyone who declares (pre-testing) a drug, alcohol or substance related addiction or habit is given the necessary support.
- Undertake measures to prevent persons attending work under the influence of illegal drugs, misused prescribed or over-the-counter medication or alcohol, using a testing regime; and provide information, instruction and awareness training to all Relevant Individuals on the health effects of alcohol and illegal drug use, the principles of this Policy and the repercussions of a breach of it (including disciplinary procedures and dismissal).

2. DEFINITIONS

Alcohol

2.1 The legal limit for driving in the UK is 35 microgrammes of alcohol per 100 millilitres of breath or 80 milligrams of alcohol per 100 millilitres of blood. For the purpose of this Policy, "under the influence of alcohol" is defined as detection by testing of:

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Non-Site Staff	Site Staff
Equal to or greater than:	Greater than:
80 milligrammes of alcohol per 100 ml of blood	29 milligrammes of alcohol per 100 ml of blood
35 microgrammes of alcohol in 100ml of breath	13 microgrammes of alcohol in 100 ml of breath
107 milligrammes of alcohol in 100 ml of urine	39 milligrammes of alcohol in 100ml of urine

Prohibited Substance Use

2.2 The substances for which Relevant Individuals may to be tested include:

- Amphetamines including Ecstasy
- Cocaine
- Benzodiazepines
- Barbiturates
- Opiates including heroin
- Methadone
- Cannabis
- Propoxyphene
- Phencyclidine

The drugs referred to above are examples only and are not an exhaustive list of the substances for which a Relevant Individual may be tested.

Prescription and over-the-counter medication

2.3 Also prohibited are any legal substances which may affect performance at work, which include but are not restricted to, antidepressants, sleeping pills, tranquilisers, antihistamines and medicines for coughs, or colds, where these are used in excess of legitimate usage levels as prescribed.

This prohibition includes medication prescribed by medical practitioners or purchased over-the-counter. Individuals who are prescribed medicines or are taking over-the-counter purchased legal drugs should bear in mind that they may affect their working performance and in particular their ability to work with machinery safely. It is the responsibility of the worker to enquire with his/her GP or pharmacist whether any medication is likely to affect performance at work. If it is then, the Relevant Individual must inform his/her line manager immediately.

Relevant Individuals will always be asked to declare any recent medication use prior to the time of testing.

2.4 There are no acceptable levels of drugs in the workplace other than those prescribed by a doctor or obtained from a pharmacist where these are used in accordance with legitimate usage levels and do not affect performance at work.

For the purposes of this policy, “under the influence of drugs” is defined as detection by testing of any prohibited substance.

Mr S. Fistorazzi - Managing Director

Signed:



Date: 03/01/2025