



Property | Maintenance | Fire Safety | Electrical

DRUGS AND ALCOHOL POLICY

Protecting safety-critical work

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Document control

Field	Detail	Field	Detail
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Policy owner	Raheel Deen	Review date	10.6.27

Policy statement

GND Group carries out safety-critical work including electrical, fire, work at height and the use of tools and equipment. The misuse of drugs or alcohol puts the individual, colleagues, clients and the public at serious risk and is not acceptable.

This policy sets out the standard expected and the support available.

The standard

- no employee or subcontractor may attend work, drive on company business, or carry out any work while unfit through drugs or alcohol;
- the consumption of alcohol or illegal drugs during working hours or on site is prohibited;
- prescription or over-the-counter medication that may affect the ability to work safely must be declared to a manager.

Testing

The company may require testing where there is reasonable cause, such as following an incident or where there are reasonable grounds to suspect that a person is unfit for work. Testing is carried out fairly and with respect for dignity.

Support

The company recognises that drug or alcohol dependency can be a health issue. An employee who comes forward voluntarily will be treated supportively and helped to access appropriate support where reasonably practicable.

Consequences

Attending work unfit through drugs or alcohol, or refusing a reasonable test, is a serious matter and may be treated as gross misconduct under the disciplinary procedure. Subcontractors found unfit will be removed from site.

Responsibilities

Overall responsibility for this policy rests with the Managing Director, Raheel Deen. Day-to-day responsibility is delegated to Harry Fodden, Head of Operations. Supervisors must not allow anyone they reasonably believe to be unfit to carry out work, and must report concerns.

This policy is communicated to all employees and is available to clients, subcontractors and other interested parties on request. It is reviewed at least annually and following any relevant change in law or circumstances.

Signed Raheel Deen	Date 10.6.26
Raheel Deen	Managing Director, GND Group