

CASS Drug and Alcohol Policy

At CASS, there is a very clear policy that being under the influence of drugs or alcohol whilst at work will not be tolerated.

For this reason, CASS reserve the right to carry out random screening of all workers. Test failures will result in disciplinary action by the company and may result in dismissal.

No person under CASS control shall:

- Report or attempt to work while under the influence of drug and alcohol.
- Report for duty in an unfit state.
- Be in possession of controlled drugs or alcohol in the workplace.
- Consume alcohol or drugs whilst on duty. This includes time spent travelling to and from place of work.
- Attempt to drive any company vehicle whilst under the influence of drugs or alcohol.


The company reserve the right to ask employees to undergo a search for drugs and/or alcohol. Failure to comply will result in that employee being stood down for the day.

Prescribed medication

If you are taking medication that has been prescribed for you by your doctor or another health professional, then you must check that this medication will **not** affect your ability to work. If your health professional tells you that the medication will affect your ability to work, then you must Inform your supervisor Immediately.

Support

Members of staff who believe that they have a problem with either drugs or alcohol and who pro-actively raise the issue will be provided with access to external confidential support.

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| Signed: |  |
| Name: | Tom Gent |
| Title: | Managing Director |
| Date: | 31 st January 2023 |