

Policy Statement

John Wade recognises the importance of maintaining a health and productive workplace through the highest standards of safety and employment practice, and the reduction of risk in all its areas of activity. This Policy is a declaration of the intent to provide a safe and healthy working environment free from the inappropriate use of alcohol and drugs in all Company undertakings.

We recognise that the use of illegal drugs, misuse of legal drugs (including solvents) and the abuse of alcohol can impair job performance at work and can be a serious threat to safety, health, productivity and the environment.

All John Wade staff, subcontractors, staff, labour agencies, consultants and any of their employees are required to comply with this Policy when providing services at John Wade locations or on John Wade business. We will ensure that they are made aware of this Policy as part of its induction and communication procedures. In addition, we will ensure that any employee who voluntarily declares a drug, alcohol or substance related addiction or habit is provided with the appropriate advice and support.

No member of staff, workforce, subcontractors, labour agencies, consultants and any of the employees shall:

- Report for work under the influence of alcohol or illegal drugs, or the misuse of legal drugs (including solvents)
- Report for work in an unfit state due to the use of alcohol and/or illegal drugs, or the misuse of legal drugs (including solvents)
- Consume alcohol, illegal drugs, or misuse legal drugs (including solvents) whilst at work
- Have alcohol, illegal substances, or prescribed drugs present in their system that are or are likely to be above the legally defined levels that would then lead to a breach of as statutory duty such as drug or alcohol driving

We reserve the right to test 'with cause' if any of the above characteristics are suspected.

In addition, we will, subject to any overriding client restrictions, carry out:

- Mandatory drugs and alcohol testing at induction; and
- Random testing

At all sites and offices

All those engaged to work with John Wade on a site with specific client requirements are expected to comply fully with the provisions and working practices on that site including any additional client specific requirements.

Any worker who refuses to undertake a test or receives a positive test results will be considered to be in breach of this Policy and will be excluded from their place of work. Any person excluded may be refused access to any John Wade site/office in the future.

Such refusal without reasonable grounds may lead to the employee being suspended pending investigation and may be subject to disciplinary action in line with the Company's Disciplinary Procedure.

Any John Wade employee found to be in breach of this Policy will be liable to disciplinary action which may ultimately result in dismissal. Any employee engaged by a subcontractor or through agencies or consultancies found to be in breach of this Policy will be subject to disciplinary procedures following their exclusion from the John Wade Site/Office.