



## Workplace Alcohol and Drugs Policy

Wymark is committed to providing a safe, healthy, and productive working environment for all employees, contractors, customers and visitors involved in its operation.

Alcohol and drug problems are associated with ill-health sickness absence, reduced work performance, impaired coordination, judgement, decision making and accidents. Under the Health and Safety at Work Act 1974, the Company recognises the duty to protect the health, safety, and welfare of employees and others who are (or may be) affected by their activities, as far as is reasonably practicable, and it is committed to taking measures to ensure this.

The Company also recognises that, under the Misuse of Drugs Act (1971), it is illegal for anyone to produce, supply or be in possession of illegal drugs.

The Company therefore requires all employees to come to work free from the effects of alcohol and drugs and it prohibits:

- any employee, subcontractor, or visitor to dispense, manufacture, possess, use or sell drugs on Company premises
- the consumption of alcohol or any illegitimate drugs on the premises. If the legitimate use of prescribed drugs is likely to affect job performance and safety, employees should inform their line manager immediately.
- working under the influence of alcohol or drugs

If a member of staff suspects an alcohol or drug problem in a colleague they should either:

- Encourage the person to seek help from support agencies.
- Report the matter to a manager (particularly if the person is involved in a safety critical job).

Disciplinary action will be taken against any employee who breaches this policy.

*MDane*

M. Dane – Managing Director

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