



DRUGS POLICY

East Thames Aggregates Limited are a responsible employer, and we take our obligation to our employees very seriously. To ensure the Health & Safety of our employees as set out in H&S Policy, we must follow our legal requirement and thereby safeguard anyone who works on our behalf. The use of non-prescribed drugs is in direct contravention of our legal requirement and illegal under criminal law.

Requirement by Law:

- Section 2(2)(e) of the Health & Safety at Work Act 1974 places a duty on employers to provide a safe and health working environment.
- It is an offence to supply, produce and offer to supply controlled drugs.
- The Misuse of Drugs Act 1971 makes it an offence for the Occupier of a premises to permit knowingly, the production, or supply of any controlled drugs or the smoking Class B drugs on those premises.
- It is an offence to aid and abet any of these offences.

Any reference in this Policy to non-prescribed drugs, refer only to controlled or illegal substances and do NOT refer to prescribed medicines or supplements that are legally and commercially available in the United Kingdom.

Aims of the Policy. Compliance and Guarantee's.

- Comply with The Company's Legal Obligations to provide a safe and healthy working environment for ALL employees and agents.
- Comply withal of the requirements imposed by Law.
- Raise awareness of the dangers and penalties associated with the use and supply of controlled drugs.
- Guarantee that ALL aspects The Company's activities are FREE from controlled drugs.
- Provide support to employees whose lives may have been affected by the misuse of controlled drugs.

Health & Safety and Awareness. Controlled substances misuse often have side effects that could not put the health of the user at risk but impair their judgement and performance thereby the putting colleagues lives in danger. Employees should be aware that anyone under the influence of controlled drugs is a RISK to everyone around them and should be alerted to the possible signs and indicators of such misuse:

- Sudden Change in Behaviour
- Confused and Irritable State
- Fluctuation in Mood and High or Low Energy Levels
- Impaired performance and unauthorised absence or prolonged terms of sickness

Employees should report any concerns they may have about a colleague displaying any or ALL these symptoms to their Direct Line Manager. Under NO circumstances approach the person displaying these symptoms or discuss your concerns with any other colleague.

Prohibition. Governance of Substances:

- No non-prescribed drugs are allowed to be consumed or brought onto The Company Premises, land, company vehicle or otherwise at any time by any individual irrespective of their status within The Company.
- The Prohibition of non-prescribed drugs extend to ALL activities carried out by employees and agents on The Company, which include and NOT restricted to driving for business, when on standby duties or when on training and social events.

Disciplinary Action. A breach of these rules will be defined as Gross Misconduct, which will involve Police Questioning and face Conditional Dismissal.

Principles. Regulatory Guidance:

- If an employee is diagnosed as having a drug related problem, The Company will treat it as a health matter, and depending on the severity will explore expert help in matters of Medical & Mental Health issues. This does NOT however excuse the employee from any disciplinary or criminal charges that may fall within the scope of The Company's Disciplinary Policy and The Misuse of Drugs Act 1971.
- ALL drugs related issues will be dealt with in a constructive and sympathetic manner, and every effort will be made to ensure the person(s), family, friends and colleagues are given details where to seek further information and help.
- ALL requests for help are given in the strictness of confidence and any information gathered as a result will be held in strict accordance with the data Protection Act 1998 and GDPR 2018.
- The Company will provide support to any affected employees, and where the employee agrees to follow a suitable course of treatment, any disciplinary action may be suspended on further valuation.
- The Company reserves the right to give affected employees lighter duties at the same rate of pay or require them to take paid leave as agreed in their Employment Contract, then statutory sick pay will ensue.
- Following the effective treatment period and in the absence of any disciplinary action, The Company will endeavour to return the affected employee to the same role previously held, however if fulfilled by a replacement another suitable role will try to be found.
- If an employee, following treatment for a drug related problem suffers a relapse, The Company, will Not, and are under NO obligation to make provision to extend further treatment period, therefore will face summary dismissal.
- fit is considered that the working environment or culture is the cause or has contributed to employee to follow this destructive path, The Company will take ALL reasonable and necessary steps in eradicating problems and issues found.

The Company will review the effectiveness of this Policy and will amend the wording or content at any time.

This Policy has been Approved & Authorised by:

Mr. J A Rogers Director East Thames Aggregates Limited

Signed: 

Version 1.26- Validated until 6th January 2027, Dated: This Sixth Day of January 2026.



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