

MIDCON Group Ltd recognises that alcohol and drug misuse can have an adverse effect not just on an individual but on their co-workers and the general public. The company requires all employees to comply with this alcohol and drugs policy and any breaches of the policy will be taken seriously. Breaches of this policy may well include dismissal from the company.

Any worker or contractor shall be in breach of this policy if they:

- Report or attempt to report for duty having just consumed alcohol or being under the influence of drugs.
- Report for duty in an unfit state due to the use of alcohol or drugs.
- Be in possession of drugs or abuse drugs whilst at work or in the workplace.
- Supply or attempt to supply drugs in the workplace or whilst at work.
- Consume alcohol or drugs whilst at the workplace.
- Use prescribed or over the counter medicine without first finding out if there are any side effects likely to impair their work performance. And not raising awareness to a person in charge or their employer.
- Fail to tell their supervisor or manager if they believe they have or may have a drug or alcohol related problem.
- Fail an alcohol or drug test.

Workers shall be made aware that the consumption of alcohol or use of any drugs that may adversely affect their safety, as well as the safety and wellbeing of others will not be tolerated in the workplace, therefore anyone who have or believe they may have difficulties should report to their supervisor or company director.

*Jas Singh*

Mr Jasbir Singh

Director

Date: 28th of November 2022