



Aquatic Control Engineering

Drugs and Alcohol Policy

Date Reviewed: 06.07.2026

Next Scheduled Review: 06.07.2027

Aquatic Control Engineering Ltd is aware of its responsibilities to provide, as much as possible, a safe and healthy working environment. Misuse of alcohol or drugs or taking of prescription medication by employees, sub-contractors and agency employees to an extent that it affects their performance, conduct and safety, pose great health and safety risks to the company and its other employees.

The company recognises the risks associated with drugs and alcohol within the workplace and have developed this policy to protect the health and safety of workers to comply with relevant legislation, specifically Health and Safety at Work Act 1974 and Misuse of Drugs Acts 1971, Road Traffic Act 1988, Employment Rights Act 1996 and Management of Health and Safety at Work Regulations 1999.

In line with our disciplinary and grievance policy it is an offence to fail to comply with any of the instructions listed in this policy. Those found, through a drugs test or alcohol test to have not complied may face immediate dismissal following the disciplinary and grievance procedure. Employees found to not comply with the below instructions will face disciplinary action and may face summary dismissal.

All employees are expected to co-operate with any request to produce breath, blood and/or urine samples, either by the company, client or any officer of the enforcing authorities. Failure to comply with such a request is a dismissible offence.

Please note there is no specific testing procedure and this can be as and when required, spot checks or on client requests.

1. Drug Polices and Information

Prohibited and illegal drugs include, but are not limited to, the following drugs or drug groups; Alcohol, Cannabis, Cocaine, Amphetamines, Barbiturates, Benzodiazepines, Propoxyphene, Methadone, Opiates and MDMA

If on prescribed or over the counter medicine employees must always seek advice from their doctor/pharmacist about any effects the medicines may have on the ability to undertake regular work duties. For over-the-counter medication the instructions should always be consulted fully.

Employees are reminded of their legal responsibilities under section 5A of The Road Traffic Act 1988 which makes it an offence to drive whilst under the influence / over set limits for certain prescription drugs.

2. Alcohol Policies and Information

ACE adhere to **zero tolerance** of any drugs and alcohol within the workplace including any site related locations.

All Employees of Aquatic Control Engineering Ltd, its sub-contractors, suppliers and partners must not:

1. Be under the influence of drugs and / or alcohol
2. Report for duty, whilst under the influence of, or in an unfit state due to, illegal drugs, substance abuse or alcohol.
3. Bring illegal drugs or solvents to the workplace under any circumstances.
4. Consume illegal drugs or solvents at the workplace under any circumstances.

5. Consume alcohol on company premises except at authorized company functions or with the prior consent of the managing director.
6. Commence work, without prior consent of management, whilst taking prescribed or over the counter medication where reasonable adjustment is required.
7. Commence work without a personal risk assessment where medication or treatment is ongoing.
8. Fail to comply with the regulations and instructions given within this policy.

Aquatic Control Engineering Ltd would prefer to help staff who might have a problem. Employees who seek help and declare that they have a problem concerning either alcohol or drugs to the Head of People will be dealt with sympathetically and support will be given where possible.

Employees are encouraged to review the Whistleblowing Policy which also offers an independent advice line and / or seek advice from a company mental health first aider or advisor.

All employees have a duty to arrive at work in a fit state and to report any concerns they have about themselves or others. When on site work, concerns can be reported to the site supervisor, the project manager or the HSEQ representative.

For any concerns any employee, subcontractor, supplier or partner may have they can report this using the DTBA report process, through the open door policy or via any internal communication method such as email.

All reports to be forwarded to the Head of People who is ultimately responsible for enforcing this policy.

Signed



Stephen Randall (Managing Director)