

# DRUGS & ALCOHOL & SMOKING POLICY



It is the aim and intention of the Managing Director of LOS Electrical Engineers to ensure that no prohibited substances are on our own or client's premises.

To this end the Company strictly forbids the use of, possession, concealment, transportation, promotion or sale of any prohibited substances at any time.

Prohibited Substances being: -

- a) Any Substance, which an individual may not sell, possesses, use or distribute under applicable U.K Legislation.
- b) Any other legal but unlawfully used Substance, e.g. Prescription Drugs obtained or used without permission or such Drugs not being used for their originally intended purposes.
- c) Any Solvent (including glue) used or intended to be used for the purpose of intoxication. d) Any alcoholic beverage.

The company or any client reserves the right to conduct random tests for alcohol & drugs at any time & without notice. If the company or the client have "Reasonable Suspicion" that an employee or Sub-Contractor of the company is under the influence of a "Prohibited Substance" then he/she will be requested to submit to a test at an approved Medical Centre.

Should the test prove Positive or a refusal to testing is given then this may lead to Disciplinary Action and possible Dismissal.

If the company or client have "Reasonable suspicion" that an employee or Sub-Contractor is in possession of a "Prohibited Substance" then the company or the client will have the right to request a search of the individual's possessions.

Again, should the individual refuse then this would lead to Disciplinary Action and possible Dismissal.

Any Employee or Sub-Contractor using prescribed drugs or over the counter drugs/remedies must ensure that any potential side effects do not compromise the health, safety or welfare of themselves or any other person. It is a condition of the use of any such drug, to report it in writing to your manager or director.

Signed:

A handwritten signature in black ink, appearing to be 'J. Smith'.

Date: 12<sup>th</sup> March 2026

Managing Director

