

DRUGS POLICY STATEMENT

Illegal substances come in many forms, but in general all will alter the way in which people consuming them perceive the world around them. Because of these effects, it is not hard to appreciate how those under the influence of illegal substances can be a danger both to themselves and to their colleagues. The fact remains that the effect of the substance will alter the work contribution individuals will be able to make and affect their performance within any working team.

Consequently, anyone considered to be under the influence of illegal substances whilst at work will be subject to disciplinary proceedings.

If J Coffey Construction Ltd. reasonably believes that anyone is under the influence of drugs at work because of an abuse problem, then the outcome of any disciplinary procedure will generally include requesting that the person seek help from one or more of the bodies listed below.

Note: J Coffey Construction Ltd appreciates that many people who consume illegal substances would like to quit the habit yet may not be aware of the organisations to which they can turn for help, support and advice. Likewise, many others may be the family or friends of users who would equally welcome such assistance. It is therefore considered appropriate to give details of these organisations. All will treat your enquiry as confidential, and if they are not able to assist you directly will be able to refer you to someone who can.

NHS Drugs Helpline
Telephone: 0300 123 6600

From time to time all of us suffer ailments for which legally prescribed or available drugs are required, either to rectify the ailment itself or to relieve the symptoms suffered. Whilst in many cases the ailment will be temporary, in others it will be longer-term. Just as with illegal substances, the drugs we take legally will have some form of side effect. It is of importance that, where this side effect is likely to affect your performance in any way, you are to notify J Coffey Construction Ltd.

This policy statement applies to all employees and other personnel engaged in J Coffey Construction operations:

Signed: *Eddie Barrett* (Original Signed)

Date: 09/01/2025

Eddie Barrett

Group Managing Director

On behalf of J. Coffey Construction