



DRUGS AND ALCOHOL POLICY STATEMENT

Quinn London Ltd is a main contractor successfully working within the construction industry.

The Directors of Quinn London Ltd are committed to promoting a work environment free of drugs and alcohol abuse and recognise the potential risk of impaired safety performance of our employees, contractors, and general public by the consumption of alcohol or the use/misuse of drugs, be they prescription drugs or illegal substances.

The Board of Directors encourage the objective of:

- Encouraging a safer and healthier working environment for our employees, contractors, and agency workers by highlighting the dangers of alcohol and substance abuse.
- Ensuring everyone is aware of the acceptable standards for working with our company.
- Encouraging any employee to report to their line manager the fact that they are taking prescription drugs on the advice of a Medical Practitioner and that they will be treated fairly and with respect.
- Randomly testing our employees, contractors or those who may require access to our properties or sites, for alcohol or substance abuse to ensure the safety of others.
- Reporting any employee, contractor or other person who requires access to our properties or sites for refusing a drug or alcohol test with the possible outcome of being refused access to those properties.
- Ensuring that anyone suspected of being under the influence of alcohol or drugs is treated in a fair and consistent manner.
- Ensuring that anyone who advises their line manager that they have a drug or alcohol problem is given the necessary support to resolve their problems.
- Supporting, where applicable, the specific requirements of our Clients and the market sector in which we work.

Quinn London Ltd expressly prohibits the consumption of and/or the misuse of alcohol, prescription and non-prescription drugs or substances at work.

Quinn London Ltd have Mental Health First Aid trained personnel who can assist any employee if they are affected by dependence on alcohol or drugs and wish to break free from their dependence.

This Policy statement will be reviewed annually and be approved by the Joint Managing Directors

Gerry O'Connor

A handwritten signature in blue ink, appearing to read "Gerry O'Connor".

Pat McGrath

A handwritten signature in blue ink, appearing to read "Pat McGrath".

Joint Managing Directors

Date: 30 September 2024