

H&S DECORATING SPECIALISTS LTD
DRUGS AND ALCOHOL POLICY AND SMOKING

The safety of our employees, other workers, our clients and members of the public is of primary concern to H&S Decorating Specialists Ltd. Misuse of alcohol and drugs increases the risk of accidents and in an industry where safety is of paramount importance this is clearly unacceptable.

H & S Decorating Specialists' Drugs and Alcohol Policy explains the standards that are to be met and the monitoring process involved. It is important you understand the requirements. Any queries concerning the policy should be raised with your Supervisor, Contracts Manager or Director, who will either provide or obtain the appropriate answer to your questions.

H&S Decorating Specialists will ensure compliance to legislation, supporting approved codes of practice and client contract conditions with respect to working hours.

The purpose of the policy is to prevent work-related problems arising from alcohol and drug abuse. Standards that all employees must meet are detailed below. The essence being that no one should work whilst under the influence of alcohol or drugs.

H & S Decorating Specialists' Policy is a positive response which aims to;

- provide an open and honest statement of the Company's intention.
- prevent the increasing problem of alcohol and drug abuse impacting on H & S Decorating Specialists current high standards.
- protect all our employees, our workers, our clients and members of the public.
- meet customer expectations.
- meet our legal obligations, both as a Company and as individuals.

Policy Review and Accessibility

This Policy is reviewed for continuing suitability annually or when it is no longer valid, by H&S Directors and is available to customers, potential clients and the public on our website, and in printed form on request



Signed: _____

Michael Higgins, Managing Director

Dated: January 2026