



ALCOHOL AND DRUGS POLICY

M R Production World Tour Limited ("MRWT") operates a zero-tolerance policy in relation to the use of alcohol and/or drugs (or being under the influence of alcohol or drugs) in the workplace.

Who this policy applies to

This policy applies to all MRWT Company Members including, but not limited to:

- Leadership and management (including the Producer, General Management, Company Management, Heads of Department and Deputy Heads of Department);
- Touring actors, musicians, stage managers and technical staff;
- Resident Creative team;
- Contractors, sub-contractors, freelancers; and
- Venue staff and local promoters working in connection with the Production.

When this policy applies

This policy applies whenever a Company Member is undertaking work on behalf of MRWT, where there is a sufficient connection to the workplace. This may include, but is not limited to:

- All aspects of employment;
- On-site, off-site or after-hours work;
- Work-related social functions (such as opening nights, after parties, award nights and industry events);
- Rehearsals, work-related travel, tours, promotional activities, or training sessions; and
- Interactions with members of the public via any means.

Policy

MRWT prohibits any person working for, or in connection with, the Production to consume or to be under the influence of drugs or alcohol during working hours, regardless of the quantity. Medicine may be taken, as prescribed by a doctor.

MRWT also prohibits the possession of illegal or non-prescription drugs (excluding over-the-counter medication). MTWT defines illegal substances to be those prohibited by law within the UK and/or the territory in which you are providing your services, or the territory into which you are travelling to provide your services.

You should also remember that while attending work-related social events organised by third parties, for instance post-show drinks arranged by a venue or promoter, you are representatives of the Production. As such, you are expected to behave in a manner that does not reflect poorly on the Production, or anyone connected to the Production. You should always drink responsibly, so you remain aware and in control at all times and not drink to excess.

Please note, in the event that post-show dressing room drinks are permitted in a venue, this policy still applies.



Breaches of the Policy

Any suspected breaches or allegations of breaches to this policy will be investigated by MRWT, in accordance with the MRWT Grievance and Investigations Policy.

A breach of this policy may be considered an act of gross misconduct and may result in the immediate termination of your engagement (without further pay or pay in lieu of notice) or your removal from working in connection with the Production.

Complaints

If you think that a co-worker is under the influence of alcohol or drugs in the workplace, you should bring this to the attention of the Company Manager or General Manager, or consult the Grievance and Investigations policy.

Any person contracted by a third party (i.e. not employed/engaged by MRWT directly) should refer to their own employment contract and applicable policies; or they can contact the MRWT Company Manager who will speak to their organisation in the first instance.

Summary

We all have a responsibility to work in a safe manner and to maintain a professional workplace. The use of alcohol or drugs during working hours is disrespectful to colleagues and significantly jeopardises the safety of everyone working on the Production.

Formal disciplinary proceedings (in accordance with the relevant disciplinary procedures) will be initiated against anyone suspected of alcohol or drug abuse and this may lead to summary dismissal or removal from the Production.

Review

MRWT may amend this policy from time to time.

If you have any concerns or questions surrounding the content of this policy, you should speak to the Production's General Manager, Tess Ellison (tess@ngm.global / 07701 213766).

Review

This Policy was last updated on 14 February 2025