

DRUG & ALCOHOL

POLICY

Maycroft Construction Limited are committed to providing a productive, healthy and safe workplace for its workers, subcontractors, visitors, and any other person affected by its works. This includes ensuring people do not create a risk to themselves or others because of the effects of drugs and/or alcohol.

Using drugs or alcohol can lead to impairment while at work. Poor concentration, carelessness, risk-taking behaviour, and errors in judgement can occur. Drug and alcohol use can not only affect work performance and productivity, but also increase the chances of injuries, fatalities, and absenteeism.

Maycroft Construction Limited will:

- Promote a Health and Safety culture which encourages all workers to present themselves in a manner which is fit for work.
- Where practicable Maycroft shall work proactively with workers on policies and processes relating to the management of the effects of alcohol and drugs in the workplace.
- Ensure that this policy, Maycroft House Rules, and corresponding procedures are aligned and sufficiently communicated and accessible to all Employees.
- Ensure that this policy is sufficiently communicated and made available to all subcontractors and clients
- Conduct drug and alcohol testing in accordance with the Drug and Alcohol Procedure and House Rules, using an approved testing agency.
- Conduct investigations and any disciplinary processes in good faith, ensuring a fair, procedurally correct, respectful, and consistent process which follows privacy and confidentiality obligations.
- Offer counselling and rehabilitation resources where an investigation determines that this is an appropriate course of action.
- Enforce this policy to maintain a safe and healthy workplace.

Responsibilities:

Maycroft leaders will:

- Own Drug and Alcohol management systems and processes and lead and manage behaviours.
- Inform others and promote Maycroft's Drug and Alcohol procedures as set out in Maycroft's House Rules.

Stakeholders have a responsibility to:

- Identify and immediately notify any breach to the Health & Safety Policy, Drug & Alcohol Policy or Maycroft's wider Wellbeing commitment they observe.
- Comply with any request required to meet Maycroft's Drug and Alcohol standards.

APPROVAL

This policy is approved by:

A handwritten signature in blue ink, appearing to read 'Grant Gunn', with a stylized flourish at the end.

Grant Gunn
Chief Executive Officer