



**ONE WAY
FIT TO WORK POLICY
VERSION: OCTOBER 2022**



oneway
BUILDING YOUR FUTURE





Fit to Work Policy

We wish to ensure, so far as is reasonably practicable, the safety and health of all people associated with its operations and those of its customers. We are required to comply with certain Legislative and other occupational health and safety obligations. The company must take steps to ensure, so far as is reasonably practicable, it meets its obligations to employees, contractors and visitors, and conducts its operations in a safe and responsible manner.

We regard it essential that all persons engaged in its operations are aware of and comply with all legislative and other requirements. We believe any individual present in the workplace, who has consumed alcohol and/or illegal drugs could; endanger lives, present a potential risk to safety, may affect an individual's job performance and potentially cause damage to property and equipment. The management of the risks associated with the use of alcohol and/or illegal drugs at work is essential to ensuring a safe work environment.

This Policy combines a range of strategies including counselling, employee assistance programmes, alcohol and drug testing and, where necessary, the taking of action for breach of this policy.

This policy is intended to ensure all employees and contractors are in a condition to safely carry out work, and they shall be required to sign a 'fit to work' declaration as part of the site induction / method statement / work package plan / task briefing. The unauthorised use of alcohol and/or other drugs by employees and contractors is prohibited. Any employee or contractor established to be in contravention of this policy, or in the unauthorised possession of alcohol or illegal drugs shall be subject to our disciplinary procedures, which may include termination of an employee's employment or a contractor's engagement.

Signed.....

Managing Director

Date: 12th October 2021

Last Reviewed: 10th October 2022

