

PSMG LIMITED DRUGS & ALCOHOL POLICY STATEMENT

PSMG has a duty to ensure, so far as reasonably practicable, the health and safety and welfare of our employees at work, and all employees or those working in association with PSMG have a responsibility to themselves and other workers. The use of alcohol and drugs can impair the safe and efficient running of business activities and/or the health and safety of our employees, subcontractors or clients.

The use of drugs and alcohol can result in absenteeism including unauthorised absences, lateness, excessive levels of sickness and higher accident levels. It may further impact work performance by difficulty in concentrating, tasks taking increased time and additional mistakes. If your performance, or attendance is affected as a result of alcohol and/or drugs, or we believe that you have been involved in any drug or alcohol related action or offence, you may be subject to disciplinary action, which may lead to dismissal or termination of work.

Smoking is not permitted on any of our PSMG premises, at any of our client or customers premises, or in any company vehicle. This policy must be observed at all times. When working at a client site, client smoking safety policies must be followed provided that they do not contravene those enforced by PSMG.

Jason Silcox



Business Director
January 2025