



Alcohol & Drug Abuse Policy Statement

Purpose

Energys Group (comprising of Energy Conservation Solutions Ltd & Energys Group Ltd) has developed this policy to ensure a safe and healthy workplace for all staff and visitors and to maintain an environment free of alcohol and drug use or abuse.

Policy

Energys Group has a 'zero tolerance' approach to both alcohol and drug abuse. Consumption of alcohol or illegal drugs is not permitted during work hours, nor must employees, or sub-contractors, be under their influence during working hours because of the adverse effects they can have on safety, conduct and efficiency.

Implementation

Overall responsibility for policy implementation and review rests with the Directors. However, all employees are obliged to adhere to and support the implementation of the policy. All employees will be made aware of this policy and their role in the implementation and monitoring of it. New employees will be given a copy of this policy at the time of their induction.

We will conduct random alcohol and drug testing of employees and sub-contractors, which can be carried out at any time whilst you are at work or on Company business.

Non-Compliance

Disciplinary procedures will be followed if an employee does not comply with this policy. A breach of these rules will lead to disciplinary action, possibly resulting in their dismissal.

Signed: 

Date: 1st November 2022

Kevin Cox
Managing Director
On behalf of Energys Group

Energy Conservation Solutions Limited

Franklyn House, Daux Road, Billingshurst, West Sussex RH14 9SJ
Tel: 01403 786212 Fax: 01403 787439 info@energysgroup.com www.energysgroup.com

Registered in England 03619534

Registered address: New Kings Court, Tollgate, Chandler's Ford, Eastleigh, Hampshire SO53 3LG

A company in the **Energys Group**



Ethical Code of Practice

We, Energys Group (comprising of Energy Conservation Solutions Ltd & Energys Group Ltd), always conduct our own services honestly and honourably, and expect our clients and suppliers to do the same.

Our advice, strategic assistance and the methods imparted through our training, take proper account of ethical considerations, together with the protection and enhancement of the moral position of our clients and suppliers.

Signed:

A handwritten signature in blue ink, appearing to read "K Cox", written over the dotted line.

Date: 1st November 2022

Kevin Cox
Managing Director
On behalf of Energys Group

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