

# 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: 1<sup>st</sup> November 2023

**Kevin Cox**  
**Managing Director**  
**On behalf of Energys Group**

## Energys Group Limited

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A company in the Energys Group