

DRUG AND ALCOHOL POLICY STATEMENT

Met SYSTEMS

DRUG AND ALCOHOL POLICY STATEMENT

The aim of this policy is to communicate the commitment of the Management team of Met SYSTEMS Ltd to the drug and alcohol ethics.

It is the requirement of Met SYSTEMS Ltd that no employee or contractor shall:

- Report or endeavour to report for duty or be on duty whilst under the influence of alcohol or drugs.
- Report for duty in an unfit state due to the use of alcohol or drugs.
- Be in the possession of drugs or alcohol in the workplace.
- Consume alcohol or drugs whilst on duty or in the workplace.
- Report for duty when taking prescribed or over the counter medication that may affect their competence or performance without having advise their ling manager.

Met SYSTEMS will not accept any departure from these regulations and will take the appropriate disciplinary action in the event of any infringement, which could also lead to criminal proceedings as deemed necessary.

Met SYSTEMS does have a policy of assistance to staff who voluntarily seek help for alcohol or drug related problems. Such staff must, however, seek assistance at the earliest possible opportunity - subsequent discovery or a disclosure prompted by impending screening will not be acceptable.

A programme of screening has been put in place for employees which includes processes to:

- Detect the use of drugs by both existing and potential employees.
- Detect the use of alcohol and/or drugs by any person(s) involved in a Safety Critical Incident where there are grounds to suspect that the actions of person(s) led to the incident.
- Detect the use of alcohol and/or drugs where abnormalities of behaviour prompt managerial intervention (which may include a request for screening).

Met SYSTEMS Ltd ensure that all employees (including contractors) are made aware of the Company's Drugs and Alcohol Policy Statement. This will occur at their familiarisation or induction at the start of employment by or on behalf of Met SYSTEMS. Further updates will be issued upon amendment of this policy, or annually should any amendments not have been made within the subsequent 12 month period.

Employees are also asked to familiarise themselves with the relevant sections of the Transport and Works Act 1992 and the implications thereof.

James Childs
Director
10/01/2019