

# Evaporative Cooling Equipment Specialist Repair & Renewal

## ALCOHOL AND DRUGS POLICY STATEMENT

This statement sets out Tower Systems Limited policy in respect of any employee or contractor whose proper performance of their duties is or may be impaired as a result of drinking alcohol or taking drugs.

### POLICY

Tower Systems Limited will take reasonable steps to ensure that employees or contractors are made aware of the contents of this statement together with the relevant sections of the Transport and Work Act 1992 and the implications therein. As a responsible employer Tower Systems Limited will have in place procedures to measure the effectiveness of such procedures.

It is a requirement of Tower Systems Limited THAT NO EMPLOYEE OR CONTRACTOR SHALL:

- Report or endeavour to report for work having just consumed alcohol or under the influence of drugs.
- Report for work in an unfit state due to the use of alcohol or drugs.
- To be in the possession of Alcohol or Drugs in the workplace.
- Consume alcohol or drugs whilst at work.

Tower Systems Limited will not tolerate any departure from these rules and will take the appropriate disciplinary action in the event of any infringement.

Any clarification or detail required by Customers, prospective Customers, Employees or Suppliers in respect of our policy can be discussed, and is welcomed through communication with our Service Manager at our Watford office.

Signed:

Position: .....Managing Director.....

This revision dated: .....10<sup>th</sup> April 2024.....

Latest review dated: ... 10<sup>th</sup> April 2025.....

File Path: Tower Server/Tower Data/Safety Documents & Policies/Alcohol & Drugs Policy Statement 2024