

DRUG & ALCOHOL POLICY

Quay Transport Ltd is committed to ensuring the health and safety of all stakeholders affected by its activities. Quay recognises that effective management of health and safety issues is an integral and essential part of a successful business.

Co-operation and partnership of employees at all levels is vital in achieving sustainable and continual improvements in health and safety. All employees and contractors or suppliers have a legal duty to take reasonable care of their own health and safety and that of others affected by their work activities.

The misuse of drugs or alcohol by individuals can lead to an increased risk of accidents/incidents. Therefore, Quay aims to reduce these risks by means of this Policy and guidance contained in the Driver Manual.

This Policy is applicable to every employee of the Company. It is strictly forbidden for any employee to be under the influence of any non-prescribed drug or alcohol during working hours.

It is also an obligation set upon every employee to take into account their work schedule when consuming alcohol outside of work hours. Every employee is expected to be free of alcohol when starting their work, regardless of their role.

Any employee who is using drugs that have been prescribed or over-the-counter drugs must inform their Manager. This is particularly important if there is a risk the drugs could affect their ability to carry out their daily activities.

Any employee who is suspected of or fails to comply with this policy will face disciplinary action. Quay will assist employees where possible with any problems relating to this policy.

Signed 
Gary Kirkby.
Managing Director.
30th June 2020

Last Review June 2022