

Drug and Alcohol Policy

Capital Sky's policy is to ensure that the possible consequences of alcohol or drug misuse — on the individual, other employees, the public, and the environment — are avoided or reduced to a minimum.

This policy applies to everyone in the organisation and reflects the company's commitment to the health, safety, and wellbeing of its employees. It is complementary to the Employer's Duty of Care under Section 2 of the [Health and Safety at Work etc. Act 1974](#).

In addition, Section 7 of the same Act requires employees to take reasonable care for their own health and safety, and for that of others who may be affected by their actions or omissions. Alcohol or drug misuse can cause health problems and impair judgement and performance at work.

Given the varied nature of our activities within a construction environment and on premises occupied by others, it is strictly prohibited for any employee or subcontractor under the company's control to be under the influence of alcohol or drugs while at work.

Preventative Measures

Capital Sky maintains a Zero Tolerance Policy towards drug and alcohol misuse. All employees are made aware of this policy during induction and through ongoing supervision. Managers are trained to identify signs of impairment and take immediate action. No person may attend site or perform work duties while under the influence of alcohol or drugs.

Testing Programme

Capital Sky reserves the right to conduct the following types of drug and alcohol testing:

- **Random Testing:** Conducted throughout the year at any workplace location. Individuals may be selected regardless of role or status.
- **Post-Incident Testing:** Required following any accident, near miss, or safety-critical event.
- **Reasonable Cause Testing:** Initiated where there is evidence or suspicion of impairment, unsafe behaviour, or involvement in a safety-critical event.
- **Return-to-Duty Testing:** Required before any individual returns to work following a policy breaches or substance abuse treatment. May include ongoing unannounced testing.

Testing may be carried out by an external provider or by Capital Sky directly. Individuals selected will be escorted to the testing location. Before testing, individuals must declare any prescribed medication that may affect the result. Any person undergoing medical treatment must inform their Line Manager in confidence.

Substances Tested For

- Testing may include, but is not limited to:
- Alcohol
- Cannabis
- Cocaine
- Opiates
- Amphetamines
- Benzodiazepines
- Methadone
- Ketamine
- MDMA
- Prescription drugs (if misused)

Prohibited Conduct

No employee shall:

- Perform any work or attend site while under the influence of alcohol or any controlled substance.
- Misuse legitimate drugs or possess, use, distribute, or sell illicit or unprescribed controlled substances.
- Possess, use, distribute, or sell alcoholic beverages on any company or contracting site premises.
- Refuse to undertake a drug or alcohol test when requested.

Management of Test Results

Test results will be handled confidentially and in accordance with data protection legislation. Positive results will be reviewed by management and may trigger disciplinary action, removal from site, or referral to support services.

Enforcement and Disciplinary Action

This policy statement will be brought to the attention of all employees during Capital Sky's safety induction training.

Capital Sky maintains a Zero Tolerance Policy towards drug and alcohol use and misuse within the working environment. Any person found in breach of this policy will be subject to the established Capital Sky Disciplinary Procedures and will be removed from the site immediately.

Name: Martin Maloney

Position: Chief Executive Officer

Signature:



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