

Drugs & Alcohol Policy

Elliott Environmental Services do not tolerate any employees or subcontractors or any other person connected with our work activity, reporting for work at any of our premises whilst under the influence of drugs or alcohol.

What is being under the influence of drugs or alcohol?

Being under the influence of drugs means testing positive for the presence of any of the following, for which no legitimate and verified explanation may be found:

- Amphetamines, including Ecstasy
- Barbituates
- Benzodiazepines
- Cannabis
- Cocaine
- Methadone
- Opiates
- Any other illegal drug

Being under the influence of alcohol means testing positive to the presence of alcohol above the UK legal limit for driving, which is 35 microgrammes of alcohol per 100 millilitres of breath.

All Elliott's employees and subcontractors must be within these tolerance limits whenever they report for work. Elliott's reserves the right to operate a random and investigative testing procedure for drugs and alcohol where applicable.

Signed

A handwritten signature in blue ink, appearing to read "Lloyd Crisp".

Lloyd Crisp
Managing Director
January 2022