

Introduction

McTaggart Construction is committed to providing a safe, healthy and productive working environment for all employees, contractors, customers and visitors involved in its operations.

Whilst it is recognised that, in some cases the addiction to substances such as drugs and alcohol may be recognised as a disability under the Equality Act 2010, substance abuse has implications for health and safety at work as it can impair co-ordination, judgement and decision making which can affect others.

By working or attempting to work within any McTaggart Construction establishment, employees and sub-contractors are deemed to have accepted the conditions of this policy and the procedures provided to enforce the commitment.

Guidelines contained in the Company's Diversity, Equality and Inclusion Policy (**MCPS-005**) will be respected in relation to drug and alcohol screening.

Policy Statement

McTaggart Construction will take all reasonable steps to ensure that employees and contractors are made aware of the contents of this statement together with relevant sections of legislation. We will have procedures in place, to prevent an offence under legislation, so far as is reasonably practicable, and a measuring process to evaluate the effectiveness of such procedures.

We also have protocols in place for employees and our working partners, seeking help or assistance, with any medical condition or disability, including substance dependency. Our Wellbeing Policy (MCPHR-008) has further information.

It is a requirement of McTaggart Construction that no employee, sub-contractor or visitor shall:

- Report or endeavour to report for duty whilst being under the influence of alcohol or drugs.
- Report for duty in an unfit state due to the use of alcohol or drugs.
- When in the workplace, be in possession of non-prescription drugs or substances known to be associated with substance abuse.
- Consume alcohol or drugs whilst on duty in any capacity.
- Knowingly encourage, assist or conceal any act of substance abuse, which could place persons at risk.

Cause and Suspicion Testing

McTaggart Construction reserve the right to arrange the testing of any person, working within a McTaggart Construction establishment, where an individual;

- displays abnormalities of behaviour or appearance which indicate the consumption of alcohol or drugs may have taken place, during or just before commencing duties.
- does not appear to be fit to perform their duties, due to some level of substance or alcohol use.
- is involved in a near miss incident or an accident where persons are injured or property damaged.

Individuals selected for testing will not be permitted to work until the test is carried out and a negative test confirmed.

Individuals, who provide a "non negative" result for illegal drugs or alcohol or refuse to be tested will be subject to investigation, which could lead to disciplinary action being taken, up to and including dismissal.

A refusal to be tested shall be considered a "non-negative" result, and employers will be informed of all results.

Testing procedures are conducted by a trained member of the Group Health & Safety Team. Full test procedures are set out within the McTaggart Procedure **MCPRO-049**.

Wellbeing of the Workforce

McTaggart Construction have a proactive approach to substance dependency, which encourages employees to speak confidentially to one of our in house "Wellbeing Champions" or the HR manager, if they believe they have an alcohol or drug related problem. Professional counselling and support will be offered to those employees who come forward.

Sub-Contractor employees can also seek guidance from our support staff, and they will be directed to the appropriate professional support, who can provide the necessary assistance.

Requests prompted by impending testing or a "non negative" test result may negate this facility.

Information for Employees

On commencing employment with the Company, every employee will be made aware of this policy and given an opportunity to discuss it.

Signed:  **Janice Russell**
Managing Director
1st May 2025

Document. No.	MCPS-017	Revision Ver.	v01.05.25	Review By	Joe McCluskey	Next Review	30.04.26	Page	1 of 1
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