



WORKPLACE DRUG AND ALCOHOL TESTING POLICY AND PROCEDURE STATEMENT

This policy applies to all Managers, on site contract workers and employees of Mattison Scaffolding Ltd.

Mattison Scaffolding Ltd is committed to providing a safe and healthy working environment for its employees. A key factor in this provision is to ensure that employees do not misuse drugs, or alcohol, nor are exposed to the consequences of misuse by others.

The Law also imposes obligations on employers to ensure a safe system of work both under statute such as the Health and Safety at Work Act 1974 and at Common Law, for example, in negligence claims. The terms of the Transport and Works Act 1992, Road Traffic Act 1988 and Misuse of Drugs Act 1971 also impose severe restrictions on organisations in their capacity as employers in relation to the use of drugs and alcohol.

In order to fulfil its obligations the employer must pursue a policy which secures a healthy and safe environment for all employees. At the same time the employer must also take into account the employer's and employees' rights under UK employment protection legislation and relevant codes of practice.

A signed statement of the Company Policy is available and issued to all who request it.