



Alcohol and Drugs Policy

Red Eagle is committed to provide a safe and healthy working environment. It recognises that this can be put at risk by those who misuse alcohol or drugs to such an extent that it may affect their health, performance, conduct and relationships at work. Red Eagle Ltd believes that is essential that all employees or supplied person are in full command of themselves and of all of their faculties throughout the working day and the effects of alcohol or certain substances in the body increase the risk of accidents and are undesirable in any workplace.

Red Eagle expects that all employees or person supplied must report for work in a fit state and free from the effects of drink and/or 'recreational' drugs. Persons following courses of medication (prescribed OR over-the-counter) that may make them feel drowsy or when the labelling specifies warnings such as 'Do not operate machinery', need to declare this immediately to your manager or the consultant at the office that booked you for the assignment.

Although permissible levels are not clinically defined regarding the presence of alcohol in the body, any employee or supplied person deemed to be 'reporting to work obviously intoxicated' or 'with the smell of drink on the breath', they will be deemed to be unfit-to-work.

Employees or supplied person apparently unfit-to-work from the above will not be allowed to continue work and will be ordered to leave the workplace and the instance reported to a Director of Red Eagle. This may in some circumstances, such as having put any person at-risk, result in temporary suspension, exclusion, verbal reprimand or termination of assignment and this decision will be made after an investigation by the Directors of the company.

Some Clients of Red Eagle Ltd specify clinical levels of alcohol and the presence of other substances in the body for ANY person on the premises under their control. These can include induction screening, random testing and 'for cause' testing following an incident or accident. In the above situations, potential supplied persons will be advised and given personal choice of accepting work for such organisations.

If Red Eagle Ltd believes that you are dealing, buying, selling or receiving drugs or alcohol you will be suspended from your duties while an investigation is carried out. Where a criminal offence is suspected Red Eagle will inform the Police.

No alcoholic drinks or any other substance for recreational or drugs abuse may be brought in to the workplace, even if it remains unopened.

All employees or person supplied are required to inform Red Eagle Ltd if they suspect any fellow worker may be acting in breach of this policy.