McNealy Brown LIMITED

Units 14 - 17
Craft Marsh Trading Estate
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Kent, ME10 2QB
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SPECIALIST FABRICATORS • ARCHITECTURAL METALWORKERS • DESIGN & INSTALLATION ENGINEERS

Drugs & Alcohol Policy

Abuse of alcohol or drugs will not be tolerated in the workplace.

McNealy Brown Limited is committed to ensuring the safety of all employees and other persons connected to our working activities

Anyone who presents themselves for work under, or apparently under the influence of drugs or alcohol will be refused entry to the workplace and may be subject to immediate drugs & alcohol testing.

Anyone testing positive or refusing/failing to attend a test will be the subject of disciplinary procedures, which could lead to immediate dismissal.

Any member of staff believing that another member of staff is under the influence of, or in possession of drugs or alcohol should report this immediately to their Direct Manager or to a Senior Manager / Director.

Drugs supplied by a medical practitioner or chemist may still affect safety performance and the employee's Direct Supervisor / Manager must be informed of that circumstance and if the employee has medication on them whilst at work.

Rail Specific - McB are committed to:

- Meeting Client and rail Infrastructure Manager drug & alcohol requirements
- Provide detailed procedures confirming how we shall meet these requirements
- Complete unannounced random testing, where applicable, to a documented timeline within each audited 12 month period.

Signed: ..... Signed: .....

Vaughan McNealy
Director
23.02.2024

Roland Brown
Director
23.02.2024

Certificate No.5044
ISO 9001 - ISO 14001
ISO 45001 - BS EN 1090