



**\*Note that this policy covers both Service Ceilings Limited t/a SCL Interiors & SCL Interiors (London) Limited\***

Service Ceilings Limited is committed to providing or working with our Clients to provide, a safe and healthy working environment for all of our employees, subcontractors, and others who share the workplace.

Building sites are, by nature, safety-critical environments. As outlined in 3.1.2 of our Health and Safety Policy, we adopt a zero-tolerance approach to psychoactive substances such as alcohol, drugs, and psychoactive substances. Any evidence of this type of misuse will be viewed as grounds for gross misconduct and may lead to immediate dismissal.

Employees and Subcontractor personnel will be required to cooperate fully with random, unannounced alcohol, drugs, and psychoactive substances screening arrangements on site. In addition, tests will be carried out where there is a reasonable belief that drug taking has occurred or where an employee/subcontractor is believed to be under the influence of alcohol, drugs, or psychoactive substances during working hours.

After dismissal from the site, Service Ceilings Limited will only consider future re-employment of the individual under the following circumstances:

- A minimum 3-month period has expired.
- The individual can prove to the satisfaction of Service Ceilings Limited that they have been clear of alcohol, drugs, and psychoactive substances for a minimum period of one month; this may take the form of submitting a recent (no more than one week) clean test from a recognised independent testing body.
- A further independent random unannounced test will be arranged by SCL Interiors (with the cost to be reimbursed by the individual) within the first month of any re-employment.
- Any failures at this point or in future random tests will lead to immediate and permanent dismissal.

It is the responsibility of all Directors, staff, and subcontractors of Service Ceilings Limited to assist with achieving our policy objective and provide feedback to ensure the continuing effectiveness of our policy in this respect.

Signed: 

Date: 08.08.24

Name: ADAM NURSE

Position: DIRECTOR