

FITNESS FOR WORK / DRUG AND ALCOHOL POLICY

FC is dedicated to upholding the health and safety of all people connected with its operations. FC will ensure through education, counselling and if required disciplinary procedures all employees, sub-contractors and visitors are fit for work whilst working with/for FC.

FC recognises that a person's fitness for work and/or drug and alcohol use can impair job performance, endanger lives and cause damage to property and equipment.

FC promotes a healthy lifestyle outside of work and encourages workers and sub-contractors to maintain a level of fitness that is not only beneficial for themselves, family and friends outside of work but also to its operations during work hours. FC encourages its workers and sub-contractors to 'speak up' if they are not fit for work before the start of or at any time during the shift.

FC PROHIBITS the unauthorised use of drugs and alcohol by all. Any worker, sub-contractor or visitor found to be affected by or in possession of unauthorised drugs and alcohol shall be subject to disciplinary procedures which may include immediate termination of any contract.

FC expects all workers, sub-contractors and visitors whilst connected with its operations to perform their duties in a manner which aligns with the requirements of this policy.

Philip Allen

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MANAGING DIRECTOR



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SIGNATURE

24 June 2019

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DATE