
Drugs & Alcohol Policy

Policy Statement

Ascent Fire is committed to providing a safe, healthy, and productive working environment for all employees, contractors, and others who may be affected by our activities.

The misuse of drugs or alcohol can impair performance, increase the risk of accidents, and compromise safety. This policy forms part of our Occupational Health & Safety Management System and supports our commitment to risk reduction and legal compliance.

Our Commitment

Ascent Fire will:

- Promote a workplace free from the misuse of drugs and alcohol.
 - Ensure all employees are fit for work and able to perform their duties safely.
 - Take appropriate action where breaches of this policy occur.
 - Support employees where appropriate in addressing substance misuse issues.
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Employee Responsibilities

All employees are required to:

- Report for work in a fit state, free from the effects of drugs or alcohol.
 - Not consume alcohol or use illegal drugs during working hours, including breaks.
 - Not be under the influence of drugs or alcohol while on company premises or conducting company business.
 - Not operate machinery, equipment, or vehicles while impaired by drugs, alcohol, or medication that may affect performance.
 - Inform their manager if they are taking prescribed or over-the-counter medication that may impact their ability to work safely.
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Prohibited Activities

The following actions are strictly prohibited:

- Possession, use, distribution, or sale of illegal drugs or controlled substances on company premises or during working hours.
- Attending work under the influence of alcohol or drugs.
- Driving or operating equipment while over the legal alcohol limit or impaired by substances.

Such actions will be treated as **gross misconduct** and may result in disciplinary action, up to and including dismissal.

Testing and Monitoring

The company reserves the right, where reasonable and in line with legal requirements, to require employees to undergo drug and/or alcohol testing. This may be carried out in situations such as:

- Following an incident or accident
 - Where there is reasonable suspicion of substance misuse
 - As part of compliance with contractual or regulatory requirements
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Support and Confidentiality

Ascent Fire recognises that substance misuse may be a health issue and encourages employees to seek help. Where appropriate, support may be offered in a confidential manner to assist employees in addressing such issues.

Disciplinary Action

Failure to comply with this policy will result in disciplinary action in accordance with company procedures and may constitute gross misconduct.



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Monitoring and Review

This policy will be regularly reviewed to ensure its effectiveness, compliance with legislation, and alignment with best practice.

Signature: *Brian Pickering*

Position: Director

Date: 01/04/2026

Review Date: 31/03/2027

