



DRUG & ALCOHOL POLICY

Document Type: Public Policy Statement

Reviewed: 22 May 2026

Full Policy & Procedures: Available on request

Table of Contents

Statement	3
Commitment.....	3
Working Arrangements.....	4
Scope	4
Prohibited Conduct	4
Fitness for Work	4
Medication	5
Testing, Searches and Client Requirements	5
Support and Self-Disclosure.....	6
Supervisory Responsibilities	6
Employee and Subcontractor Responsibilities	6
Building Safety, Quality and Client Requirements.....	7
Review.....	7

Statement

Alia Steel Fixing Ltd is committed to providing and maintaining a safe, healthy and productive working environment for all employees, subcontractors, clients, principal contractors, visitors and others who may be affected by our works.

We recognise that the misuse of alcohol, drugs, controlled substances, illegal substances, medication or other intoxicating substances can seriously affect a person's judgement, concentration, coordination, behaviour and ability to work safely. In the construction environment, this can create significant risks to individuals, colleagues, other trades, members of the public, project quality and site safety.

Alia Steel Fixing Ltd operates a strict approach to drugs and alcohol. No person working for or on behalf of the company must attend work, remain at work, operate plant or equipment, drive, supervise, undertake steel fixing activities or carry out any safety-critical task while impaired by alcohol, drugs or any substance that may affect their ability to work safely.

Our approach supports our wider commitment to safe, high-quality steel fixing delivered professionally, responsibly and in accordance with client, principal contractor, site and legal requirements.

Commitment

The objective of this Policy is, so far as is reasonably practicable, to prevent:

- injury or ill health linked to drug or alcohol misuse;
- unsafe working practices;
- damage to plant, equipment or property;
- disruption to work activities;
- anyone working while unfit to do so safely.

Everyone working with, or on behalf of, Alia Steel Fixing Ltd must report fit for work, follow this Policy, and cooperate with reasonable measures to manage drug and alcohol-related risks.

Working Arrangements

Scope

This policy applies to all persons working for or on behalf of Alia Steel Fixing Ltd, including:

1. directors, managers and supervisors;
2. directly employed personnel;
3. subcontractors and labour-only workers;
4. temporary, agency or self-employed workers;
5. visitors under the company's control;
6. any person representing the company on a client or project site.

This policy applies during working hours, while travelling for work, while attending sites, while operating company or hired vehicles, while representing the company, and at any time where drugs or alcohol may affect safety, conduct, performance or the company's reputation.

Prohibited Conduct

Alia Steel Fixing Ltd does not permit:

- attending work or site while under the influence of alcohol, illegal drugs or intoxicating substances;
- consuming alcohol during working hours, on site or during breaks where the person is expected to return to work;
- possessing, using, selling, supplying or distributing illegal drugs or controlled substances on company premises, vehicles or project sites;
- misusing prescribed medication, over-the-counter medication, solvents or other substances;
- undertaking safety-critical work while impaired or potentially impaired;
- failing to notify supervision where medication or a health condition may affect safe working;
- refusing to comply with reasonable client, principal contractor or company drug and alcohol procedures where applicable;
- covering up, ignoring or failing to report a serious concern where someone may be unfit for work.

Any person found to be in breach of this policy may be removed from site immediately and the matter may be managed under the company's disciplinary, subcontractor management or contract procedures.

Fitness for Work

All employees and subcontractors are expected to report for work fit, alert and capable of carrying out their duties safely and effectively.

A person may be considered unfit for work where there are reasonable concerns regarding their behaviour, appearance, smell of alcohol, coordination, speech, alertness, judgement, conduct or ability to follow instructions safely.

Where there is a concern that a person may be impaired, Alia Steel Fixing Ltd may take appropriate action, which may include:

- stopping the person from working;

- removing the person from safety-critical duties;
- notifying site management or the principal contractor where required;
- arranging safe transport away from site where necessary;
- investigating the matter in accordance with company procedures;
- applying client or principal contractor requirements;
- taking disciplinary or contractual action where appropriate.

No person will be permitted to continue working where there is a reasonable concern that they may present a risk to themselves or others.

Medication

Alia Steel Fixing Ltd recognises that some employees and subcontractors may need to take prescribed or over-the-counter medication.

Any person taking medication that may affect their ability to work safely must inform their supervisor or manager before starting work. This includes medication that may cause drowsiness, dizziness, reduced concentration, slower reaction times, impaired coordination or other side effects that could affect safety.

Where medication may affect safe working, suitable arrangements may be considered, such as:

- temporary adjustment of duties;
- additional supervision;
- restriction from safety-critical tasks;
- referral for medical advice where appropriate;
- following client or site-specific requirements.

Workers are not required to disclose detailed personal medical information beyond what is necessary to manage workplace safety. However, they must cooperate with reasonable steps to ensure they do not place themselves or others at risk.

Testing, Searches and Client Requirements

Alia Steel Fixing Ltd will cooperate with reasonable drug and alcohol requirements set by clients, principal contractors and project sites, where such requirements are lawful, proportionate and communicated through site rules, contractual arrangements or project procedures.

This may include, where applicable:

- site induction requirements;
- random testing arrangements operated by the client or principal contractor;
- for-cause testing where impairment is suspected;
- post-incident testing following a serious accident, near miss or safety concern;
- return-to-work testing where required by site rules or client procedures;
- searches or checks carried out under approved site security procedures.

Where testing or searches are required, they should be carried out with appropriate consent, confidentiality and respect for dignity, and in accordance with applicable law, site procedures and contractual requirements.

Refusal to comply with a reasonable and properly communicated testing or site requirement may result in removal from site and further action.

Support and Self-Disclosure

Alia Steel Fixing Ltd encourages any employee or worker who believes they may have a drug or alcohol problem to seek support at the earliest opportunity, before it affects their work, safety or conduct.

Where a person voluntarily raises a concern before any incident, breach or unsafe behaviour occurs, the company will aim to respond fairly and supportively, while maintaining safety as the priority.

Support may include:

- signposting to appropriate professional help;
- temporary adjustment of duties where reasonably practicable;
- encouraging the person to seek medical or specialist advice;
- agreeing suitable steps before the person returns to safety-critical work.

However, seeking support does not remove the need to comply with this policy, site rules or legal duties. Misconduct, unsafe behaviour, possession or supply of illegal substances, or attending work impaired may still result in disciplinary or contractual action.

Supervisory Responsibilities

Managers and supervisors are responsible for helping to implement this policy on projects and work sites.

This includes:

- promoting a safe and professional working culture;
- ensuring workers understand this policy and relevant site rules;
- monitoring behaviour and fitness for work;
- taking prompt action where impairment is suspected;
- escalating concerns to senior management or site management where required;
- ensuring affected persons do not continue with safety-critical work;
- recording and reporting concerns in accordance with company procedures;
- cooperating with client and principal contractor drug and alcohol arrangements.

Supervisors are not expected to diagnose substance misuse. Their role is to identify and act on safety concerns, behaviours or signs that may indicate a person is unfit for work.

Employee and Subcontractor Responsibilities

All employees, subcontractors and labour-only personnel are responsible for:

- attending work fit and able to work safely;
- complying with this policy and all relevant site rules;
- not working under the influence of alcohol, drugs or intoxicating substances;
- informing supervision if medication may affect their ability to work safely;
- reporting concerns where another person may be unfit for work;
- cooperating with reasonable investigations, testing or site procedures where applicable;
- behaving professionally and responsibly at all times;
- ensuring their actions do not place themselves, colleagues, other trades, clients or members of the public at risk.

Subcontractors must ensure that their own personnel comply with this policy and any project-specific drug and alcohol requirements.

Building Safety, Quality and Client Requirements

Alia Steel Fixing Ltd understands that clients, principal contractors and dutyholders require contractors to demonstrate effective safety management, reliable supervision, competent labour, professional conduct and consistent compliance with project requirements.

We are committed to:

- maintaining a drug and alcohol-free working environment;
- supporting safe, reliable and professional project delivery;
- ensuring workers are fit to undertake their assigned duties;
- cooperating with client, principal contractor and site-specific requirements;
- protecting the safety of our workforce and others affected by our works;
- maintaining high standards of conduct, supervision and workmanship;
- taking prompt action where safety, impairment or conduct concerns are identified;
- supporting inspection, assurance and compliance requirements where applicable.

This policy forms part of our wider health, safety, environmental, quality and competence management arrangements.

Review

Alia Steel Fixing Ltd is committed to continually improving its health, safety and workforce management arrangements.

This policy and associated procedures are reviewed regularly and updated where necessary to reflect changes in legislation, industry standards, client requirements, site expectations, working practices and business activities.

We use feedback from clients, principal contractors, supervisors, operatives and project teams to improve performance and prevent recurring issues. Where drug, alcohol, fitness for work or conduct concerns are identified, we aim to address them promptly and take appropriate steps to reduce the likelihood of recurrence.

This policy is supported by our internal health, safety, environmental, quality and workforce management arrangements and project-specific procedures, which are available on request where applicable.

For and on behalf of Alia Steel Fixing Ltd

A handwritten signature in black ink that reads 'Malik Alia'.

Mr Malik Alia
Director

Date: 22 May 2026