



# WEC ALARMS LTD

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## Drugs and Alcohol Statement

WEC Alarms Ltd recognises its health and safety responsibilities as an employer, particularly in relation to the prevention of accidents and the maintenance of a safe and healthy working environment.

WEC Alarms Ltd will ensure that, in adopting aims of this statement standards of safety are not compromised. This statement applies to all WEC Alarms Ltd employees and sub-contractors working on, or visiting any WEC Alarms Ltd offices, site, premises, workplaces or while on company business.

The Managing Director has overall responsibility for implementation of our approach to drugs and alcohol.

WEC Alarms Ltd will:

- Ensure that employees and any subcontract personnel are aware of WEC Alarms Ltd position with regard to alcohol and drugs misuse.
- Commit to provide support whereby employees who have an alcohol or drugs related problem can gain access to appropriate support and assistance;
- Establish an agreed procedure whereby line managers can address performance and conduct issues arising from alcohol and drugs related problems;
- Identify when alcohol and drug misuse may become a health rather than a disciplinary issue;
- Recognise the need to protect the interests of WEC Alarms Ltd, its customers and employees while adopting a supportive approach aimed at assisting employees to recognise and address alcohol or drug problems.

Every employee has an obligation to take reasonable care for their safety and for the safety of other people who may be affected by their acts or omissions. They are also obliged to co-operate with their employer in respect of matters concerning health and safety, including drugs and alcohol testing requirements.

The involvement and co-operation of employees at all levels is essential for an effective approach by WEC Alarms Ltd. In the case of drugs and alcohol requirements, this obligation extends to all subcontract personnel as outlined above.

This statement will be periodically reviewed to ensure its ongoing effectiveness.

Signed ..... Date.....

Directors: S Beal (Managing), C Eyley, K Beal (Mrs)  
WEC Alarms Ltd is registered in England No 02062841  
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