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## ALCOHOL AND DRUG ABUSE POLICY

It is a requirement that SES LLP Employees and or Sub Contractors:

- i. Must not report for work if unfit through misuse/abuse of alcohol or drugs;
- ii. Alcohol or illegal substances must be completely clear from ones system before being able to report for work. Failure to comply will result in the employee or sub contractor being removed from their place of work with immediate effect and will face a disciplinary hearing as a result.
- iii. Must not consume alcohol or substances at any place of work.
- iv. Must not be in possession of any alcohol or illegal substances whilst at work, or any place where you will be working.

SES LLP will not tolerate any departure from these rules, non-compliance will invoke disciplinary action, that could result in termination of contract of employment or contract with SES LLP who will reserve it rights in Law to recover any damages caused as a result of this breach.

A handwritten signature in blue ink, appearing to read "Martin Smith", is written over a large, faint, light blue watermark of the Sweeptech logo.

Martin Smith  
Chief Executive  
21<sup>st</sup> January 2010