


Alcohol & Drug Misuse Policy Statement	Doc Ref: LUNCPOL1039	
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Lunar Ltd  
Alcohol & Drug Misuse Policy Statement  
Date: 1st November 2024

Policy Overview

Lunar Ltd is committed to maintaining a safe, healthy, and productive environment for all employees, visitors, and contractors. We aim to prevent behaviours related to alcohol or drug misuse that could lead to health risks, accidents, poor performance, or negatively impact the company, its employees, or clients.

Policy Objectives

Lunar Ltd’s objectives under this policy are to:

- **Legal Compliance:** Adhere to the **Health and Safety at Work Act 1974**, the **Misuse of Drugs Act 1971**, and the **Road Traffic Act 1988/91**.
- **Safe Work Environment:** Ensure that employees are fit to perform their duties without limitations caused by alcohol or drugs.
- **Support for Employees:** Encourage employees with alcohol or drug-related issues to seek professional assistance promptly.
- **Prevention Measures:** Implement preventative measures, including random, for-cause, and post-incident testing, to ensure employees are not under the influence of alcohol or drugs while at work.

This policy does not restrict moderate, authorised alcohol consumption at work-related events. However, employees must drink responsibly and comply with the disciplinary procedure.


Standards and Expectations

- **Prohibition:** Employees must not consume alcohol or drugs during the workday or bring these substances to any company-controlled location. Employees found to be intoxicated at work will be suspended while an investigation takes place.
- **Driving Restrictions:** Employees must not drive company vehicles while under the influence. Any violation will be treated as a serious disciplinary matter, potentially leading to dismissal.

Employee Support

Lunar Ltd encourages employees to seek help if they are affected by alcohol or drug issues. Support will be offered with confidentiality, and employees are urged to report any concerns about their colleagues to their line manager.

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## Testing Procedures

Lunar Ltd reserves the right to conduct:

- **Random Testing:** Carried out periodically on selected employees.
- **Post-Accident/Incident Testing:** Required if an employee's performance is suspected to be affected by drugs or alcohol during an incident.
- **Refusal to Test:** Refusal to undergo testing will be treated as a breach of this policy and may lead to disciplinary action, including dismissal.

Signed  
Ian Sibbert  
Managing Director, Lunar Ltd

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