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This Sellafield Ltd Policy is approved by the SL Board; it represents the SL Board's direction to the business on this topic. Compliance with this policy is mandatory through aligning Sellafield Ltd Management System processes and people behaviours to the commitments below.

Sellafield Ltd Policy on Misuse of Substances including Drugs and Alcohol

Policy Statement

Sellafield Limited (the Company) is committed to providing a safe, healthy and productive working environment for all our employees, workers and visitors. This includes ensuring that all personnel are fit to carry out their jobs safely and effectively in a working environment that is free from substance misuse, including misuse of alcohol and drugs whether prescribed, over the counter or illegal.

Commitments

We are a Company that:

- Expects all workers to arrive at work, carry out their roles and perform their duties safely without any limitations due to the use or after effects of substances including drugs and alcohol and ensures that workers do not remain in work or undertake work activities while under the influence of such substances. Prescribed or over the counter medicines may cause impairment to performance at work and workers must follow any medical advice or instruction associated with use of such medicines and where necessary agree any work restrictions with company management. If in doubt, assistance should be sought from Occupational Health.
- Will not tolerate the possession or use of prohibited substances, which includes the possession or consumption of alcoholic beverages and illegal drugs in the workplace and will conduct searches of company premises if we have reason to believe that such substances are present on the premises. Any substances found as a result of a search will be confiscated.
- Positively promotes health and safety at work by actively discouraging substance misuse and avoiding reduced levels of attendance, reduced efficiency and performance, impaired judgement and decision making by taking action to raise workers' awareness of the dangers and adverse implications of substance abuse.
- Undertakes a mandatory programme of random, unannounced testing to detect misuse of substances including drugs and alcohol and will also undertake "for cause" testing whenever substance misuse is suspected or may contribute to a safety or security risk, including where based on information from or at the request of third parties.
- Recognises that some of our staff may become dependent on alcohol or drugs and that such dependencies can be successfully treated and so promotes a culture which understands and is sympathetic to the problems associated with alcohol and drug misuse in which staff with dependency problems are encouraged to seek skilled and confidential assistance to overcome their problem and are supported with access to advice and assistance.
- Requires that any successful applicant for employment from outside the Company including agency and contract workers will be required to undergo pre-employment or probationary period testing and will not be employed or pass the probation period if the results are declared positive.

Failure to comply with the requirements of this policy including failure to attend testing will constitute a disciplinary offence and may result in disciplinary action which includes dismissal and/or permanent removal from sites operated by the Company.

For information about how Sellafield Ltd manage personal information, please visit https://www.gov.uk/government/publications/sellafield-ltd-privacy-statement

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