



Persimmon

Health, Safety
& Environment
Department

Important – Please read carefully and take appropriate action

HS&E ADVICE NOTE

ALCOHOL & DRUG POLICY & TESTING

REF: HSE/24/06

DATE: 24/06/24

DESCRIPTION

Alcohol & Drug Policy

Persimmon is committed to providing a safe working environment for all. Part of this safeguarding is to have a policy that no one must come to work whilst impaired due to alcohol or drugs.

Our full Alcohol and Drug Policy can be found on Access and the HS&E function hub on the intranet, everyone should familiarise themselves with it.

[Alcohol-Drugs-Policy.pdf](#)

The company is aware that in some instances, alcohol and drug dependency is an illness and therefore actively encourages anyone who may have a dependency to seek help. The policy is intended to support employees with an alcohol or drug dependency to be restored to good health for the benefit of themselves, their colleagues and the company.

All employees have a responsibility when they have or are developing an alcohol or drug dependency to come forward and seek assistance at the earliest possible opportunity and should contact their Line Manager, any other Manager or the HR Department.

Help can also be sought from specialist support organisations

- Alcoholics Anonymous – 0800 917 7650 <http://www.alcoholics-anonymous.org.uk/>
- Alcohol Concern – 020 3907 8480 <http://www.alcoholconcern.org.uk/>
- Drink Line – 0300 123 1110
- ACD (Advice and Counselling on Alcohol, Drug and Substances) – <http://www.acad.org.uk/>
- FRANK – (previously known as the national drugs helpline) – 0300 1236600

Persimmon employees also have access to round the clock confidential support from our Aviva Employee Assistance Programme. Full details can be found on the intranet:

[My Persi - Mental Health](#)

Alcohol & Drug Testing

As a company we undertake alcohol and drug testing, the purpose of the testing is to exercise due diligence to protect our workers and to deter and/ or detect someone who is working on company locations in contravention of our Alcohol and Drug Policy.

Testing will be carried out:

- When it is suspected a worker is in contravention of the Alcohol & Drug policy (known as 'with cause')
- As part of an accident/ incident investigation, to determine whether or not alcohol or drugs may have been a contributory factor.
- As part of a random testing programme of our construction and manufacturing sites.
- When an employee is being supported by the Company for an alcohol or drug dependency, they will be required to undertake assurance testing.

Random testing

Random alcohol and drug testing has been carried out at our manufacturing sites and Persimmon Direct sites for a while. This testing will now be extended to all our construction sites.

Appendix 1 of the Alcohol and Drugs Policy sets out the testing procedure, which will be carried out by an impartial testing company specialising in alcohol and drug testing.

The purpose of the random drug testing is not to try and catch people out but to instil a culture that being at work impaired by alcohol or drugs is not acceptable and to deter workers from doing this.

Please see attached link to frequently asked questions on our random alcohol and drugs testing programme.

[HSMS-GU-Random-Alcohol-and-Drug-Testing-Frequently-Asked-Questions.pdf](#)

ACTION

Please ensure you read and follow these instructions.

If you have any questions then please do not hesitate to contact your local HR Business Partner or Group HS&E Advisor.