



SUBSTANCE MISUSE POLICY STATEMENT

In compliance with the Health & Safety at Work Act 1974 (Section 2) KAMM Civil Engineering Limited (KAMM) is committed to providing a safe working environment. This includes, as far as is reasonably practicable, promoting the good health and well being of all of our employees.

It is the purpose of this policy statement is to ensure that the use of substances by any employee or any other person(s) associated with KAMM does not impair the safe and efficient running of the business or put at risk the health, safety or welfare of its employees, customers, suppliers or members of the general public.

KAMM also recognises the importance of balancing respect for individual privacy with the need to maintain a safe, secure and productive working environment free of substance misuse.

We are aware that in some instances, substance dependency is defined as an illness. We actively encourage those employees who are experiencing difficulties with alcohol, drugs or substances to seek help. Where appropriate, we will offer assistance in seeking relevant and evidence based treatment. In these cases normal sickness absence procedures will apply. Confidentiality is assured in these cases.

A handwritten signature in black ink, appearing to read 'Adam McCormack', written over a dotted line.

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Adam McCormack
Director
5th January 2026

A handwritten signature in black ink, appearing to read 'Keith McWilliams', written over a dotted line.

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Keith McWilliams
Director
5th January 2026