

ACWA Services Ltd is a process solutions and technologies provider, specialising in the design and construction of water, effluent, and bio-solids treatment plants. We are committed to providing a safe, healthy, and secure environment to all our employees and anyone involved in our operations and activities. We will not tolerate anyone attending work who is under the influence of alcohol or drugs or who uses them at work (other than drugs legitimately prescribed and declared for medicinal purposes).

All staff and subcontractors/suppliers whilst engaged on ACWA business or whilst working on any ACWA premises are;

1. Prohibited from using, possessing, distributing, manufacturing, being under the influence of, or otherwise being involved with illegal drugs or controlled substances.
2. Prohibited from misusing chemicals or engaging in substance abuse.
3. Prohibited from consuming or being under the influence of alcohol whilst on ACWA company business, premises or construction sites. There may be occasions when there is a legitimate reason for alcohol to be consumed on the premises e.g. for hospitality at special events but this will only be approved by express permission of a Director.
4. Prohibited from operating any plant, machinery, equipment or vehicles whilst under the influence of drugs or alcohol.
5. Required to report to the Site Manager or direct Supervisor when they have to take any medicine either prescribed by a medical practitioner or purchased "over the counter" which may adversely influence their ability to work safely.

ACWA reserve the right to:

1. Require employees and/or subcontractors to undergo random testing for drugs and alcohol. All employees and/or subcontractors will co-operate fully with any testing programme being undertaken by third parties on any of our locations whilst on ACWA business.
2. Inform the police of any illegal activities involving drugs.
3. Remove any member of staff and/or subcontractor/supplier from the work place should they be found or suspected of being under the influence of drugs or alcohol and where this causes that person to be a danger to him / herself and those around them.
4. Undertake disciplinary action in accordance with company procedures, which may result in dismissal.

Dominic Hurd
Managing Director

