

Drugs & Alcohol Statement

1. Our Commitment

At Venesky Brown, we are committed to providing a safe, healthy and productive working environment for our employees, candidates, clients and contractors. We recognise that alcohol and substance misuse can have a significant impact on health, wellbeing, workplace safety, individual performance and the quality of service we deliver. Our aim is to promote a culture where employees are supported to make responsible choices, where concerns can be addressed sensitively and confidentially, and where safety remains a priority at all times.

2. Promoting a Safe and Responsible Workplace

We expect all employees and individuals working on our behalf to be fit to carry out their duties safely and effectively. The misuse of drugs or alcohol can impair judgement, reduce performance and increase the risk of accidents, placing individuals, colleagues and members of the public at risk. We therefore maintain clear standards regarding fitness for work and expect all employees to comply with relevant legislation, client requirements and company procedures. Our approach is designed not only to protect individuals but also to safeguard the reputation of our business and the confidence placed in us by our clients.

3. Supporting Employee Wellbeing

We recognise that alcohol and substance misuse can arise from a range of personal, health or social circumstances. Where individuals seek help voluntarily and at an early stage, we are committed to providing support wherever reasonably possible. This may include signposting professional assistance, facilitating access to appropriate treatment providers, considering temporary workplace adjustments and supporting a structured return to work where appropriate. We encourage employees to seek help without fear of stigma and aim to treat substance misuse issues in a manner consistent with our wider wellbeing commitments.

4. Managing Risks and Maintaining Standards

While we are committed to supporting individuals, we also have a responsibility to maintain safe working environments and protect our clients, employees and stakeholders. Where there are reasonable grounds to believe that alcohol or substance misuse may be affecting safety, conduct or performance, appropriate investigations may be undertaken in line with company procedures. We operate clear arrangements for drug and alcohol screening where required by legislation, client requirements or operational risk assessments. These arrangements are designed to be fair, proportionate and professionally managed.

5. Confidentiality and Fair Treatment

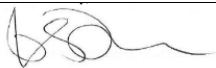
We understand the sensitive nature of alcohol and substance misuse concerns and are committed to handling such matters with discretion and respect. Information will be treated confidentially wherever possible, although there may be circumstances where information needs to be shared to protect health, safety or legal obligations. Our objective is always to balance individual privacy with our responsibility to maintain safe and effective working environments.

6. Training, Awareness and Continuous Improvement

Creating a safe workplace requires ongoing awareness and education. We provide managers with guidance on recognising potential signs of alcohol or substance misuse and on responding appropriately and consistently. Our procedures are reviewed regularly to ensure they remain effective, aligned with legislative requirements and reflective of industry best practice. Through continuous monitoring and improvement, we aim to maintain a positive safety culture that supports both wellbeing and operational excellence.

7. Looking Ahead

Venesky Brown is committed to fostering a workplace where health, safety and wellbeing are integral to our culture. By combining clear expectations, appropriate support mechanisms and robust governance arrangements, we seek to minimise the risks associated with alcohol and substance misuse while supporting individuals who may require assistance. We will continue to review and strengthen our approach to ensure that our workplaces remain safe, productive and supportive for everyone.

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