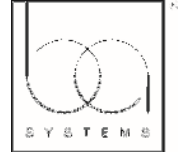


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Alcohol and Drugs Policy Statement

The following is a statement of the organisation's health and safety policy in accordance with Section 2 of the Health and Safety at Work etc. Act 1974.

It is the policy of Brass Age Limited to ensure so far as is reasonably practicable, the health, safety and welfare of all employees working for the company and other persons who may be affected by our undertakings.

Brass Age Limited Brass Age Limited will: -

- Seek to identify problems at an early stage and thus minimise the risk posed to the health and safety of employees and others.
- Ensure that appropriate arrangements are in place to minimise the likelihood of alcohol, drugs and substance abuse occurring.
- Recognise that drug and alcohol problems are medical conditions that are potentially treatable.
- Treat all information in the strictest of confidence.

Disciplinary procedures

- If an alcohol or drug related problem comes to light that results in unacceptable behavior or performance it may be dealt with in accordance with our disciplinary or capability procedures.
- Behavior or performance which is found to be unacceptable and related to alcohol or drug abuse, may, depending on the circumstances of the individual case, result in summary dismissal.

Signature: -



Date: - 07/04/2017

Position: - Health & Safety Director

Review: - 07/04/2018