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Services to the Onshore Natural Gas Industry

Drugs and Alcohol Policy Statement

Wilcock Consultants recognises the importance of the health, safety and welfare of its employees and seeks to maintain a safe, healthy and productive working environment, including work related road safety for all employees, consultants, sub-contractors and clients involved with its operations.

The Drugs and Alcohol policy confirms the company's aim to maintain a working environment free from the effects of alcohol and drugs by confirming the company rules and by offering assistance to any employees who suffer from problems associated with alcohol or drug abuse. This will be achieved both by providing a framework in which employees will feel able to seek advice, help and support and by ensuring that employees are treated consistently.

While Wilcock Consultants has no intention of intruding into the private lives of its employees, employees and consultants are expected to be able to perform their job duties safely and effectively whilst at work and while travelling in relation to company business. Wilcock Consultants recognises that an employee's use of alcohol and drugs off the job as well as on the job can have a negative impact on the workplace and on our ability to accomplish our goal of maintaining an environment free of alcohol and drugs.

You must ensure that you are never under the influence of alcohol or illegal drugs at work. To ensure that the requirements are met and in accordance with this policy we may organise drugs and alcohol testing and any positive results may lead to disciplinary action. However, Wilcock Consultants recognises that the misuse of alcohol and drugs may be a health problem and as such will be treated sympathetically. Information relating to individuals will be maintained and protected in accordance with the company's Data Protection Policy.

It is essential to inform us if you are aware that you have, or develop during your placement, any medical condition or are taking prescribed medicines or over the counter medicines that could affect your health and safety at work. All medical information is dealt with in the strictest confidence and only used to assess and control risks to individual personnel.

The annual management review, held in accordance with the company's accredited quality management system reviews compliance with the policy and associated guidance, confirms action taken and reviews the policy.



Graham Wilcock, Managing Director
21st May 2026

Rev. 9 Reviewed following Management Review Meeting 14/05/2026



Wilcock Consultants Limited is an Employment Business
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Registered Office: The Cinema Studio, Palace Building, Main Street, Grange-over-Sands, Cumbria, LA11 6AB
Registered under the Data Protection Act 2018 and GDPR 2018