



During the last few months we have taken the opportunity to revise our D&A Policy to reflect best industry practice and remove some ambiguity, the main changes are:

- Random testing will be, urine sample straight to lab, removing the false negatives of using swab testing which requires colleagues to be excluded from the business pending the results.
- Swab and urine testing will be used for "for cause" and post incident testing.
- Planned and pre-employment testing will remain the same.
- Those that can instigate a test has been widened to senior members of the HR and HSSEQ teams.

To view the full Drugs and Alcohol Policy please [click here](#).

**Speedy has a zero tolerance policy when it comes to being under the influence of drugs and alcohol whilst at work.**

### **Why?**

To ensure all our colleagues are fit for work and to ensure the safety of colleagues, customers and members of the public. Being able to demonstrate a safe workforce significantly reduces the risk to our colleagues, customers and the wider public from our day to day operations.

### **What does this mean?**

Whatever your role and wherever you are based, you could potentially be tested at any time. As a business we carry out pre-employment, post incident, random and for cause testing.

### **Did you know?**

During the last 12 months, 13 people have left Speedy as a result of failing a drugs and alcohol test. Drugs can stay in your system for up to 5 days from use - this is variable dependant on the user and type of drug etc. When drinking alcohol, beware the morning after - you could still be over the legal limit many hours after your last drink.

### **Need support? We can and will help you.**

Part of that process is to allow any colleagues that feel they require direct help and support of any description, regarding all forms of substance misuse, to raise that need confidentially and in the first instance with their line manager without risk of judgement or reprisal.

**Please be fully assured the information you tell us will remain fully confidential and you won't be judged.**

When a colleague asks for help please refer them to HR Advisors who can then engage with our Employee Assistance Programme to facilitate access to the support and guidance they have requested.

**If you fail a drugs and alcohol test, and have not previously made your line manager aware that you have any form of substance dependency then your job is at risk.**

**Please don't take the risk of failing a test and losing your job or having a serious accident!**

### **What next?**

If you need any further help, assistance or support please contact your management team, HR advisors or a member of the HSSEQ team.