ALCOHOL POLICY STATEMENT

As an employer, it is our duty to promote and retain a safe working environment. After due consideration, we have decided that to permit people to work who have consumed alcohol is to put at risk not only the individual concerned, but his or her colleagues as well. As a consequence, we have determined that anyone found consuming alcohol whilst at work or considered to be under the influence of alcohol during working hours, will be subject to disciplinary procedure.

In addition, all employees are engaged on the basis that they will provide J Coffey with their best endeavours at all times. As judgment and the ability to make decisions are an essential element of all jobs at all levels, and as alcohol affects judgment and the ability to make decisions, it is important that no category of employee should be excluded from this policy.

Note: If the J. Coffey Manager reasonably believes that anyone is under the influence of alcohol at work as a result of a drinking problem, then the outcome of any disciplinary procedure will generally include requesting the person to seek help from one or more of the organisations listed at the end of this policy.

Guidelines on alcohol consumption compare drinks in terms of the number of units of alcohol they contain. For instance, a half pint of average-strength beer, a small glass of wine and a single spirit measure each contain one unit of alcohol.

When we drink, the units we consume get passed into our circulatory system. Here they mix with our blood and get pumped by our hearts to our brains, where they begin to take effect and alter the way we feel and behave.

The amount of alcohol in our bloodstream is measured in milligrams of alcohol per 100 millilitres of blood.

In an average-sized man, a unit of alcohol converts to approximately 20 milligrams per 100 millilitres, whilst in an average-sized woman, a unit results in a blood alcohol level of approximately 30 milligrams. The difference between men and women arises from the fact that women are generally smaller than men and their bodies, as a consequence, contain less fluid. When a unit of alcohol is consumed by a woman it therefore forms a greater concentration in her bloodstream than it would in the bloodstream of a man.

If you are a man of average build and you drink one and a half pints of average-strength beer, you will be consuming three units of alcohol. As alcohol gets absorbed quickly by your digestive system, the result will be that within a relatively short period you will have a blood alcohol level of some 60 milligrams per 100 millilitres.

Tests have shown that a person with a blood alcohol level of 60 milligrams has impaired judgment, is becoming reckless and should not be making important decisions.

Consume two pints *(a mere four units)* and your blood alcohol level will be 80 milligrams per 100 millilitres. At 80 milligrams tests have shown that the average person suffers from a marked loss of co-ordination.

If you are a woman of average build, a blood alcohol level of 60 milligrams per 100 millilitres is reached after consuming just a single pint of beer *(the equivalent of just two glasses of wine or two shorts),* whilst 80 milligrams is reached by consuming just one further single unit.

If having read this policy you believe you are consuming too much alcohol and want help in reducing your intake, the following organisations will be able to assist you. All calls will be treated as confidential.

Drinkline - The National Alcohol Helpline	**0300-123 1110**
Al-Anon Family Groups	**0800 0086 811(UK Residents) (*for relatives and friends of alcoholics*)**
	01 873 2699 (Eire Residents)
Alcoholics Anonymous	**0800 917 7650**

This policy statement applies to all employees and other personnel engaged in J Coffey Construction operations:

Signed: *Eddie Barrett*   (Original Signed)   Date: 12/01/2024

Eddie Barrett

Group Managing Director

On behalf of J. Coffey Construction