

Alcohol Policy

For the safety of all, Sunny Packaging Ltd introduced an Alcohol Testing policy which became effective from 1 April 2026.

The reason for the introduction of this policy is to ensure we provide a safe and healthy work environment for all employees, contractors and clients. In order to prevent victimisation this policy will include everyone who is employed directly or via a third party and whose nature of their job can be justified to testing.

With this in mind you will from time to time be subjected to random unannounced alcohol breath tests.

The legal limit for driving in the UK is 35 micrograms of alcohol per 100 millilitres of breath however, there have been many experiments and there is evidence that 20 micrograms can result in a driver being twice as likely to have an accident and even at 10 micrograms your judgement could be impaired. You can still be over the limit the morning after an evening's drinking:

- It can take roughly 10 hours to be alcohol free after drinking one bottle of wine
- It can take roughly 13 hours to be alcohol free after drinking four pints of strong lager or ale

As you are aware recovery times vary from person to person as it depends on many factors including your age, weight, sex, metabolism (the rate your body uses energy). The type and amount of alcohol, what you have eaten that day and when, and also stress levels at the time. As there are so many factors, we propose the easiest solution is to adopt a **zero** limit and recommend that you do not drink any alcohol the day prior to commencement of your duties.

We do however acknowledge that your body produces small amounts of alcohol and some food products can contain alcohol. Medication can also affect performance at work, and it is recommended that all employees should inform their Doctor and Pharmacist of your employment and request non impairing medicines.

If you are found in breach of the policy you may face dismissal and may be liable for prosecution under The Road Traffic Act 1988, The Management of Health & Safety at Work Regulations 1999 or Corporate Manslaughter and Corporate Homicide Act 2007.

I acknowledge the terms of the Alcohol Policy and agree to follow it at all times. I am aware of the consequences of not following the policy could result in disciplinary action being taken against me.

Name: _____ Signed: _____

Date: _____