

Policy Area	HSE		
Title of Policy	<b>DRUG AND ALCOHOL POLICY</b>		
Reference No.			
Version	1.0		
Policy Owners	All Staff of BEDC		
No. of Revision	0		
Date of Draft	7 <sup>th</sup> October,2022		
Effective Date			
Approve By	<i>Role</i>	<i>Name</i>	<i>Signature/Date</i>
	MD/CEO	<b>Dr. Henry Ajagbawa</b>	
	Board of Directors		

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**DRUG AND ALCOHOL POLICY**

Being under the influence of alcohol or drugs can seriously impair an individual's judgement and reactions leading to an increased risk of accidents and injuries occurring. The aim is to ensure the safety of all employees, workers and visitors by having clear rules in place regarding use and possession of alcohol and drugs.

Under this policy, alcohol impairment shall be defined as a blood/alcohol content of 40mg of alcohol per 100ml of blood or greater. All employees of Benin Electricity Distribution Company (BEDC) within a duty period of zero (0) to eight (8) hours may be subject to random drug/alcohol testing without warning in addition to routine medical examinations for drug abuse and excessive alcohol use.

An important objective of this policy is that the frequency of the random testing shall be adequate to act as an effective deterrent and that all employees and contractors be tested at least annually through either random testing or routine medical examination.

BEDC acknowledges the importance of non-alcohol/drug abuse within the HSE efficiency of its operations; therefore, compliance with this policy forms an integral part of all daily activities and system maintenance.

Bringing in drugs and/or alcohol into BEDC offices and facilities is strictly PROHIBITED and will be grounds for disciplinary proceedings of the BEDC employee. BEDC may carry out unannounced searches for drugs and alcohol within the working premises and/or its property.

In addition, BEDC affirms that any imposed client drug, alcohol and search policies shall be complied with in full by all BEDC employees.