

Health & Safety

Drugs, Alcohol and Fit for Work

We want everyone to be safe, focused, and able to do their best work. That's why it's important that you show up for work in a state that's fit for work. This means being clear-headed, capable, and ready to do your job safely and professionally.

Being under the influence of drugs or alcohol while working (or just before work if it affects your performance) is not permitted. It can affect your judgment, reaction time, and safety (not just yours, but that of the people around you too).

Here's what we expect

- Don't use or be under the influence of alcohol or recreational drugs during work hours or on company premises.
- If you've had something the night before that might still affect you the next day, it's your responsibility to make sure you're still safe and capable of doing your job.
- Prescription or over-the-counter medications are fine - but if something you're taking might affect your ability to work safely or concentrate, please let your manager or the HR team know. We'll handle it confidentially and find a way to support you.
- If you're using medicinal cannabis, the same applies - we respect your treatment plan, but you still need to be fit for work and not impaired while performing your duties.

We understand that sometimes there are grey areas, like having a drink at a company event or using medication that makes you drowsy. In those cases, just use good judgment and, if needed, check in with your manager or the HR team beforehand.

What if there's a concern?

If you're struggling with substance use or feel you might need support, we encourage you to speak up. We're here to help, not judge. Early support can make all the difference, and we'll do our best to work with you and connect you with the right resources.

If someone appears to be under the influence at work or isn't in a safe or fit state, we may need to step in, which could include sending them home for the day or taking other steps to keep everyone safe. In more serious or repeated cases, disciplinary action may be necessary.

At the end of the day, we all want to work in an environment where people feel safe, supported, and able to do their jobs well.