

Developing an Alcohol Policy in Industry

Why have an Alcohol Policy?



Developing a Policy

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- > Is it necessary?
- > Who should it cover and when?
- > Is it legal?
- > Is it fair?
- > Will it help problem drinkers?
- > Should it include testing?
- > Support services available?
- > Action to take around intoxication



Policy Essentials

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- > Purpose
- > Roles and responsibilities
- > Application
- > Processes and procedures
- > Disciplinary procedures
- > Support for problem drinkers
- > Testing...if and when.



Support for the Problem Drinker

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- > Counselling
- > Treatment
- > Rehabilitation



Employee Alcohol Policy

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- > The Diageo Employee Alcohol Policy is an important part of our commitment to responsible drinking
- > Our employees are our ambassadors and can enhance our reputation by showing a responsible attitude to drinking
- > Diageo is committed to ensuring that our employees understand the nature and effects of alcohol.(DrinkIQ)
- > Equally our employees must ensure that their performance at work and their judgement is never impaired by alcohol.



Conclusion

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- > An Alcohol Policy can:-
- > Enhance H&S in the workplace
- > Provide support for problem drinkers
- > Demonstrate fairness and justice
- > Contribute to governance in the workplace



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