

EABL employee alcohol policy

Working for a drinks company and corporate reputation

For most people, drinking responsibly can be a pleasurable part of a balanced and healthy lifestyle and EABL recognizes that most of its employees drink sensibly. However, if our employees drink irresponsibly or commit offences related to the abuse of alcohol, they put EABL's reputation at risk.

Alcohol and the workplace

All employees must ensure that their performance at work and their judgment are never impaired by alcohol. Employees whose jobs involve activities which impact significantly upon the safety of themselves or others, must ensure that their consumption of alcohol never threatens the safe performance of their duties and that their behaviour never puts themselves or others at risk.

Drinking and driving

Employees should never feel that the nature of their job makes it difficult for them to abide by drink-driving legislation. EABL does not condone drinking and driving. In fact, a conviction for drink driving, whether on company business or not, is viewed by EABL as a serious breach of the EABL employee alcohol policy.

Enforcement

Any employee who does not abide by the EABL employee alcohol policy will be subject to the appropriate disciplinary measures, which has included dismissal. The policy covers both drink-related incidents at work and alcohol-related offences outside work, which may damage Diageo's reputation.

Problem drinking

If an employee has difficulty in meeting EABL's required standards because of any alcohol-related problem, however minor, then EABL strongly encourages the individual to seek medical advice or counseling, from their occupational health centre or from an external agency.

EABL, celebrating life responsibly, every day, everywhere.