
COMPANY POLICY

Alcohol and Drug Policy

Policy owner	Kevin Buchler, Founder & Managing Director, CoolPath Ltd
Applies to	CoolPath staff, every candidate on a CoolPath-funded placement, and every technician listed on the Certified F-Gas Technician Registry
Effective date	August 2026
Next review	August 2027, or sooner following a material change in law, scale or activity

1. Purpose and Scope

CoolPath's network works with F-Gas refrigerants, pressurised systems, live electrical circuits, roof and ladder access, and inside the homes of members of the public, including care homes and health centres. None of this is compatible with impairment. This policy sets the standard CoolPath expects of its own staff, of every candidate on a CoolPath-funded training or placement route, and of every technician listed on the Certified F-Gas Technician Registry.

This policy is not limited to CoolPath's direct staff. It is a condition attached to every funded candidate place and every Registry listing, and network partner organisations (Technician Network Partner Agreement, Document D) are contractually required to operate an equivalent standard on their own sites.

2. Policy Statement

CoolPath operates a zero-tolerance approach to attending any CoolPath-funded training session, workplace placement, or Registry-listed job while under the influence of alcohol or unprescribed drugs. Anyone taking prescribed medication that could affect safe working, concentration or the safe handling of refrigerants or electrical equipment must disclose this before attending a placement, so that reasonable adjustments can be considered.

3. Key Provisions

- No alcohol or non-prescribed drugs before or during any CoolPath-funded placement, training session, or Registry-listed engagement.
- Placement hosts and network partners may require reasonable-suspicion testing or remove an individual from site.
- A first disclosed issue is met supportively: referral to occupational health, not automatic removal from the Registry.
- A safety-critical breach, for example attending a live gas or electrical job while impaired, results in immediate suspension from Registry-listed placements pending review.
- Supply or dealing of drugs on any CoolPath-funded activity results in permanent removal from the Registry and police referral where appropriate.

4. Roles and Responsibilities

The Founder & Managing Director is accountable for this policy at CoolPath. Network partners and placement hosts are responsible for applying it on their own sites and for reporting breaches back to CoolPath. Every candidate signs an acknowledgement of this policy as part of onboarding onto a funded placement.

Approved and signed on behalf of CoolPath Ltd:





Your Path Into a Trade Britain Can't Do Without

Alcohol and Drug Policy

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Founder & Managing Director, CoolPath Ltd

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