



DRUGS AND ALCOHOL POLICY STATEMENT

The company is fully aware of its authorities and responsibilities in respect of Drugs and Alcohol use and abuse within the railway environment and will discharge both in accordance with the current Network Rail Railway Group Standards in force, company policy and client policy. A brief description of the control measures applied appears below. All safety critical personnel are subject to a Drugs and Alcohol Screening:

- Before recruitment to the company
- Upon promotion or transfer to a safety critical position
- At random intervals
- For cause

All personnel including that not in safety critical positions are forbidden to:

Use prohibited drugs at any time

Abuse prescribed or 'over the counter' drugs at any time

Attend for work under the influence of alcohol

Have in their possession drugs of abuse during working hours, including breaks

Have in their possession open alcohol containers e.g. flasks/bottles, during working hours, including breaks

Attend for work under the influence of prescribed or 'over the counter' medications that will or may adversely affect their ability to perform their duties.

The company reserves the right to carry out drug and alcohol screening on their own personnel or sub-contractors etc, at any time whether for cause or unannounced reasons.

All personnel must comply with these tests, which is performed by suitably qualified people. A positive screening result is any one of or more of the following:

The presence of drugs (other than medication which does not affect performance)

More than 29 milligrams of alcohol in 100 millilitres of blood

More than 13 milligrams of alcohol in 100 millilitres of breath

More than 39 milligrams of alcohol in 100 millilitres of urine

A positive screening result from or failure to co-operate with drugs and alcohol screening will result in remedial action being taken against the individual(s) or organisation(s) which may end in dismissal or in the case of sub-contract organisations, removal from our approved supplier list unless satisfactory remedial action can be demonstrated. However if an individual employed by the company fails a D&A test, rehabilitation will be offered and if the individual agrees to a course for rehabilitation, that persons employment may be suspended and not terminated.

A handwritten signature in black ink, appearing to read 'Adrian Pearson', is written over a horizontal line.

Adrian Pearson:
Managing Director

Date: 10th February 2011