



Professional



Responsible



People



Teamwork



Passionate

## **DRUGS & ALCOHOL POLICY**

This statement sets out the Company's policy in respect of any Employee and our Supply Chain Partners whose ability is impaired as a result of drugs or alcohol. Reference has been taken in accordance with the provisions of the Road Traffic Act and the Transport and Works Act 1992 (relating to railways) and the Railways and Other Guided Transport Systems (Safety) Regulations 2006 (ROGS Regulations) in respect of critical work on the Railways. In addition, any person who misuses drugs or alcohol may be in breach of section 7 of the Health and Safety at Work Act 1974, which requires that Employees take reasonable care of themselves and others who may be affected by their acts or omissions at work and that of section 15 Management of Health and Safety at Work Regulations 1999.

It is Company policy to encourage workers to seek help if they have a drugs or alcohol related problem. The Company can offer specialist advice and assistance where appropriate.

The Company regards Health and Safety at Work as a matter of paramount importance, and therefore, expects workers and our Supply Chain Partners to take a responsible approach to alcohol consumption. All workers and our Supply Chain Partners must ensure that their level of alcohol consumption will not affect their ability to work.

An individual will not be compliant with the screening requirements and our policy if they have:

- more than 29 milligrams of alcohol in 100 millilitres of blood, or
- more than 13 micrograms of alcohol in 100 millilitres of breath, or
- more than 39 milligrams of alcohol in 100 millilitres of urine.

Additionally the individual will not be compliant with the screening requirements and our policy if they have:

- the presence of drugs for which there is no legitimate medical need for either their use or the quantity of their use.

Drugs can be obtained with or without a prescription and can affect work performance and safety including the safety of others. Therefore all forms of drugs prescribed or otherwise must be reported immediately to your responsible Manager so that the necessary checks can be undertaken to confirm the possibility of any side effects and/or issues relating to personal safety whilst working. The Company subscribe to a 24/7 medical advice service that confirm the medication control measures to be adopted by the individual and their Responsible Manager. Information regarding medication use is confidential.

The company will take disciplinary action, including dismissal, for the following serious offences:

- Possessing, using or selling illicit drugs.
- Possessing, using or selling alcohol during work hours.
- Being impaired through substance abuse and or alcohol during working hours.
- Failure to report drugs that can affect your work performance and safety and the safety of others.

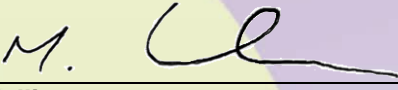
The Company reserves the right to carry out pre-deployment and job promotion alcohol and drug screening. We also reserve the right to carry out unannounced random tests for alcohol and drug use and to test workers and including those from our Supply Chain Partners who are involved in industrial accidents or where an individual believes that substance abuse has contributed to an incident, or change in behaviour, work performance, or where required as part of the audit process.

Workers; including those from our Supply Chain Partners who refuse to take a test will be liable for disciplinary action, which could result in dismissal. A refusal is classified as a positive result or alcohol and drug test failure. A positive alcohol and drug test (failure) of an Employee will result in suspension from duty without pay. A Supply Chain Partner, individual positive alcohol and drug test (failure) will result in reporting to the controlling organization and their disqualification from future works.

It is the responsibility of everyone in the business to comply with this policy and its associated arrangements as an integral part of their day to day business.

The policy will be reviewed annually, as a minimum by the Directors in consultation with the Head of Compliance and amended as required by law should new legislation come into force or to ensure it remains relevant and appropriate to the organisation. This has been endorsed by the Management team at Global Rail Construction Limited who take direct responsibility for its execution.

**Signed on the 7<sup>th</sup> June 2017 for and on behalf of Global Rail Construction Limited.**

Signed:   
**M G Lombardelli**  
**Managing Director**

Signed:   
**P. Coleman**  
**Head of Compliance**