



DRUGS & ALCOHOL POLICY

AB2000 Ltd is committed to enforcing an effective Drugs & Alcohol Policy.

When working on Rail Projects we will adhere to the requirements of Railway Group Standard RIS-8070-TOM - Drugs and Alcohol (current issue), and NR/L2/OHS/051 (current issue)-Network Rail's Alcohol & Drugs Policy, the Transport at Works Act 1992 and Railways and Other Guided Transport Systems Regulations 2006.

On customer sites we will adhere to the industry standards, our current policy and any rules laid down by the client.

We recognise the importance of such a policy in its contribution towards ensuring the health and safety of our employees, sub-contractors, visitors and all those affected by our works. This policy and its mandatory application will be communicated to all employees.

It is a requirement of AB2000 Ltd that no employee or sub-contractor shall:

- Report or attempt to report for duty having just consumed alcohol or being under the influence of drugs.
- Report for duty in an unfit state due to the use of alcohol or drugs.
- Be in possession of alcohol or drugs of abuse in the workplace or supply or attempt to supply them in the workplace.
- Consume alcohol or drugs while on duty.
- Use prescribed or over the counter medicine while working on Network Rail Managed Infrastructure without advising the person in charge.

AB2000 Ltd will undertake regular drug and alcohol screening of employees under the following circumstances:

- Pre-employment (If a prospective employee refuses to consent to such an examination/screening AB2000 Ltd has the right to immediately withdraw any offer of employment made).
- Promotion or transfer to Safety Critical activities.
- Following any incident where the use of alcohol and/or drugs may have been a factor.
- When there is cause to suspect that an employee is using or is under the influence of drugs or alcohol.
- As part of a Random screening process a minimum 5% of Sentinel competency card holders and Safety Critical employees will be drugs and alcohol screened per annum.
- All employees will be subject to random testing at any time.

The implementation of this policy will be supported by the following:

- Refusal to undertake drugs and alcohol tests will be considered a positive result
- **AB2000 Ltd will not tolerate any departure from these rules and will take the appropriate disciplinary action which will normally result in dismissal in the event of any infringement.**

This policy will be reviewed annually as part of the Management review process, to ensure its continued relevance and adequacy.


Managing Director

Date

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