

Drugs, Alcohol and Medication Policy Statement

VolkerRail Group has produced this policy (and the associated management arrangements contained in VolkerRail SAF16 procedure) on drugs and alcohol to control the risks of employees and/or contractors who may attend work under the influence of drugs and alcohol. This policy has taken into account the legal requirements of the Transport & Works Act and the Rail Industry Standards and client and infrastructure managers requirement applicable to our various operating licences.

This policy and the detailed arrangements contained in VolkerRail SAF16 procedure seek to ensure:

- Employees do not report for duty when unfit through alcohol or any drug, nor consume alcohol or any drug of abuse while on duty.
- The company discharges its responsibilities under the Transport and Works Act by preventing its employees and employees of other companies contracted to the VolkerRail from working on the Railway in Safety critical activities while unfit through alcohol or drugs.
- Other persons who work on railway premises are neither unfit through alcohol or any drug nor consume while on railway premises alcohol or any drug which might impair their ability to work safely and efficiently.
- Candidates for employment or transfer or promotion to safety critical posts are screened as negative for drugs of abuse.
- Assistance with the rehabilitation of employees who voluntarily seek help for alcohol or drug related problems before any consequential drugs and alcohol screening identifies a problem.
- Contractors to VolkerRail have an equally rigorous policy.
- The SMT establish an annual programme of unannounced 'random' screening in consultation with the HSQES Department based upon the risk that Drugs and Alcohol use impacts on the business. The minimum unannounced testing of a random sample of the workforce engaged in Safety Critical Work or other work on or near the line will be 20% per year.

Breaches of the Policy

Employees will be dismissed for any of the following breaches of conduct relating to drugs or alcohol: -

- a) Failing an alcohol test with a level of 29 milligrams or above in 100 millilitres of blood (or equivalent in urine or breath).
- b) Failing an alcohol test with more than 13 micrograms of alcohol per 100ml of breath, or
- c) Failing an alcohol test with more than 39 milligrams of alcohol per 100ml of urine
- d) Screening positive for drugs of abuse.
- e) Refusing to undertake a screening test for drugs or alcohol.
- f) Reporting or endeavouring to report for duty on any occasion when unfit through drugs or alcohol.
- g) Consuming drugs of abuse or alcohol whilst on duty.
- h) Declining to undertake an approved course of treatment for a drug or alcohol -related problem or discontinuing treatment before satisfactory completion.

It should be noted that individuals who fail a screening with a reading of 80 millilitres or more are also committing a criminal offence and may be liable to criminal prosecution if the provisions of Section 27 of the Transport and Works Act are contravened.

An employee may also be liable to criminal prosecution if the provisions of Section 27 of the Transport and Works Act are contravened.

Rehabilitation Policy

Employees with an alcohol or drug related problems who voluntarily seek help at an early opportunity will be assisted in their restoration to good health and general rehabilitation in every reasonable way.

Any employee who knowingly has, or may be developing, an alcohol or drug related problem should approach their local manager or Human Resources Department at any time.

Self-declaration of an alcohol or drug related problem after involvement in an incident or after selection for drug and alcohol screening will negate the option of involvement in the rehabilitation process and will lead to disciplinary measures.

A handwritten signature in black ink, appearing to be "Stuart Webster-Spriggs".

Stuart Webster-Spriggs, HSQES Director