

ALCOHOL & DRUGS POLICY STATEMENT

Intertrain (UK) Ltd (known as 'the Company') is fully committed to enforcing an Alcohol and Drugs Policy in accordance with Network Rail Company Standard RT/LS/S/008 Contract Requirements – Safety, Network Rail Company Standard RT/LS/P/051 Network Rail Alcohol & Drugs Policy, Railway Group Standard GE/RT8070 Drugs and Alcohol and the Transport and Works Act 1992.

The Company's Alcohol & Drugs Policy applies to all employees (both permanent and casual) and associates working on Network Rail Controlled Infrastructure who could affect the safety of the railway. The company will take all reasonable steps to ensure that employees (both permanent and casual), sub-contractors and visitors are made aware of this policy and procedures it complies with.

The Managing Director (with the full support of senior management) is responsible for ensuring the compliance and maintenance of this policy.

Any employee (including associates) shall be in breach of this policy if they:-

- Report or endeavour to report for duty having just consumed alcohol or being under the influence of prohibited drugs, as defined in the Misuse of Drugs Acts 1971(4).
- Report for duty in an unfit state due to the use of alcohol or prohibited drugs.
- Be in possession of drugs of abuse in the workplace or supply or attempt to supply them in the workplace.
- Consume alcohol or drugs whilst on duty.
- Use prescribed or over the counter medicine whilst working on Network Rail Controlled Infrastructure without first notifying the person in charge. (This may be referred to the approved medical provider for advice on whether it will effect an individual's work performance and/or an individual's ability to carry out work safely).
- Refuse to undertake an alcohol and/or drugs test.
- Fail an alcohol and/or drugs test.
- Decline to undertake an approved course of treatment for an alcohol or drug related problem or discontinuing treatment before satisfactory completion.

The Company will not tolerate any deviation from these rules and will take the appropriate disciplinary action in the event of any infringement which may result in dismissal.

The Company will undertake alcohol and drugs testing of its employees under the following circumstances:-

- Pre-employment
- Random unannounced screening (in line with the current Network Rail Standards of 5% per year. This testing can also be undertaken by Clients or Network Rail.)
- For Cause – where there is cause to suspect that an employee/sub-contractor is using or is under the influence of alcohol or drugs.
- Following an accident or incident where the use of alcohol and/or drugs may have been a factor.
- At the discretion of management.

Rehabilitation - Employees with an alcohol or drug related problem who voluntarily seeks help at an early opportunity will be assisted with their recovery to good health in every reasonable way.

Any employee who knowingly has or may be developing an alcohol or drug related problem should approach the Training Director immediately.

This rehabilitation assistance shall not apply should an employee declare an alcohol or drug related problem **after** involvement in an incident or **after** selection for an alcohol and drugs screening.

This policy will be communicated to all employees prior to commencing work on Network Rail Controlled Infrastructure and reviewed at least annually for its effectiveness.

Signed:Director

Date: