



A PART OF COMPLETE ENVIRONMENTAL SERVICES LTD

ALCOHOL AND DRUGS POLICY STATEMENT

This policy has been prepared in accordance with Network Rail Group Standard GE/RT8070, Network Rail Company Standard NR/CS/OHS/051 and the Transport and Works Act Sections 27 & 28.

It is a requirement of the Company that employees shall not report to work when under the influence of alcohol or drugs, (including prescribed and over the counter drugs), nor when in possession of non-prescription drugs at their place of work.

All personnel are prohibited from taking alcohol or drugs whilst carrying out their duties at work and from taking alcohol or drugs 12 hours prior to commencing work.

Employees are to ensure that they do not smell of alcohol when arriving for work. They are to inform management if they have taken prescribed or over the counter medications. They are not to wear company identifications when off duty.

Employees must inform their manager of any medication or medical condition that could affect their work.

Disciplinary action will be taken against those employees who deviate from these rules.

The Company has a programme of pre-employment, random and unannounced screening to detect deviation from this policy.

Any person failing to co-operate with this screening procedure will be treated as having failed a test.

All refusals and positive results will lead to disciplinary action, including notification of details to NCCA.

Signed:

Title: Managing Director

Reviewed: 15th December 2009 (next review due Dec 2010)

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ALL HIRES CARRIED OUT UNDER
C.P.A. / R.P.A. CONDITIONS

