

DRUGS & ALCOHOL POLICY STATEMENT

To meet the requirements of Network Rail's Drugs and Alcohol Policy NR/L1/OHS/051 and Railway Group Standard GE/RT8070, all **A McKie Building & Engineering Services Ltd** personnel are required not to consume alcohol or use, or be in the possession of drugs of abuse in the workplace. No individual is to be under the influence of alcohol or drugs on site. All personnel are warned that, to be found under the influence of drugs or alcohol, will result in disciplinary procedures/immediate removal from site.

All personnel are warned that they may have to take a random, unannounced, alcohol or drugs test to determine their suitability to work. A minimum of 5% sampling throughout the year will be arranged across the Company. Additional sampling may be carried out dependant on contract location and level of risk associated with our commitments. Agreement is made with sub contractors for the same testing arrangements to apply to sub contract staff working on all **A McKie Building & Engineering Services Ltd** contracts.

A McKie Building & Engineering Services Ltd provides for testing of staff for the use or abuse of certain drugs in the form of a urine test in accordance with the nationally recognised standards and the strict requirements of Railway Group Standard GE/RT 8070.

The Company advises all staff that on entering Network Rail Managed Infrastructure they may be required to take a unannounced, random drugs or alcohol test. Refusal will be taken as a test failure and could lead to dismissal. Project supervision will ensure this. **A McKie Building & Engineering Services Ltd** has in place a contract for post incident/for-cause screening.

Staff will be subject to testing where there is cause to suspect they are under the influence of alcohol/drugs or when they have been involved in a safety critical incident and there are grounds to suspect their actions led to the incident. They will not be allowed to undertake Safety Critical Work until a negative drugs test has been returned.

Staff taking prescribed and/or 'over the counter medicines' are required to inform their manager to ensure it does not affect work performance.

Staff who come forward to admit to having a drugs/alcohol problem will be directed to help and counselling to over come the problem. They will be removed from carrying out Safety Critical Work during this process. Staff with an alcohol/drugs problem who do not come forward and are subsequently discovered, will be subject to disciplinary proceedings.

Staff are required to inform management if they suspect a colleague of being under the influence of Drugs and Alcohol

Any departure from the above will not be tolerated. All staff and sub contractors will be briefed before every project commencement and monitored before and during site working.



Archie McKie
Managing Director
A McKie Building & Engineering Services Ltd

Dated: 23 June 2011