



ALCOHOL & DRUGS POLICY STATEMENT

This Alcohol and Drugs Policy Statement is applicable to all personnel under Fawkes and Reece control. Fawkes and Reece shall take all reasonable steps to ensure that all relevant personnel are made aware of this Policy Statement.

Procedure P102 Alcohol and Drugs Management defines the process and responsibilities for ensuring compliance with Railway Industry Standard RIS-8070-TOM S1251 Alcohol and Work, S1257 Drugs and Work and Network Rail Company Standard NR/L1/OHS/051 and preventing, so far as is reasonably practicable, offences under the Transport and Works Act 1992.

Control measures include:

- Screening for alcohol and drugs prior to employment on Network Rail Managed Infrastructure
- An annual, unannounced, random screening of relevant personnel
- Arrangements with a RISQS approved provider for “for cause” screening
- Reporting of results to Sentinel
- Review of the Alcohol and Drugs Policy at least annually

Persons under Fawkes and Reece control shall:-

- Not come to work in an unfit state through drugs or alcohol
- Not consume alcohol at work
- Not use, possess or supply a drug of abuse at work or on Network Rail premises
- Not discontinue with an agreed course of treatment for an alcohol and drugs related problem without good reason
- Undergo testing for alcohol and drugs when requested to do so

When being prescribed medication, personnel shall notify their doctor of the nature of activities they are engaged in. They shall ensure their Supervisor is immediately notified of any prescribed or “over-the-counter” medication being taken that may affect or impair their safe performance.

Fawkes and Reece personnel that believe they have alcohol or drugs related problems and pro-actively raise the issue (i.e. not after being involved in an incident or being nominated for a test) shall be provided confidential support. However, other personnel in contravention of this Policy or Procedure P102 shall be subject to appropriate disciplinary action.

Signed:

Position:

Managing Director

Date:

November 2022