

**Drugs and Alcohol Policy – Issue 7 (01-2019)****Drugs and Alcohol Policy Statement**

CR Civil Engineering Ltd will ensure that the requirements of this policy are fully communicated to all employees during their initial new starter induction and at regular intervals throughout the course of their employment.

The Company has a documented Drugs and Alcohol Management procedure which defines the process, responsibilities and arrangements for ensuring compliance with the requirements of relevant Railway Group and Network Rail Company Standards and associated legislation.

Control measures adopted by the Company include:

- Arrangements with a Network Rail approved provider for “for cause” screening.
- Review of the Drugs and Alcohol Policy at least annually.
- The screening for drugs and alcohol prior to Sentinel sponsorship.
- An annual, unannounced, random screening of 5% of Sentinel sponsored employees.

Employees under the control of the Company shall: -

- Agree to undergo drugs and alcohol testing when requested to do so.
- Not come to work in an unfit state whilst under the influence of drugs or alcohol.
- Not use, possess or supply drugs or alcohol to any other employee or other person at work or on Network Rail’s Managed Infrastructure.
- Not consume drugs or alcohol at work.
- Not store drugs or alcohol in personal areas such as lockers and desk drawers.
- Ensure that any agreed course of treatment for a drugs or alcohol related problem is fully completed.

It is the responsibility of all employees to notify their Doctor of the nature of the work activities they are engaged in.

Should there be a need to take any prescribed medication as a result of a health problem, it is the responsibility of all employees to ensure their direct line manager is immediately notified of any prescribed or “over-the-counter” medication being taken that may affect or impair their safe performance whilst at work.

Employees that believe they have a drugs or alcohol related problem and pro-actively raise the issue with their direct line manager shall be provided with confidential support. However, other employees in contravention of this Policy or the Company’s Drugs & Alcohol procedure shall be subject to appropriate disciplinary action.

This policy shall be reviewed for its effectiveness and suitability at least annually as part of the Management Review process.

This statement represents my commitment on behalf of the Company.



David Vyron Carl Roberts  
Managing Director