

## ALCOHOL & DRUGS POLICY STATEMENT

The Board of Directors are committed to ensuring that all employees, contractor's personnel and others carrying out their safety critical and general non safety critical duties on behalf of SPL Powerlines UK Ltd. (SPL) and Power & Infrastructure Resourcing Ltd. (PIR) undertake their duties free from the effects of drugs (including prescribed drugs) & alcohol.

All persons undertaking such work shall:

- not report or attempt to report for duty having just consumed alcohol or being under the influence of drugs.
- not report for duty in an unfit state due to the use of alcohol or drugs.
- not be in possession of alcohol or drugs in the workplace or supply or attempt to supply them in the workplace.
- not consume alcohol or drugs while on duty.
- not use prescribed or over the counter medicine while working on Network Rail Managed Infrastructure or elsewhere without advising the person in charge who will determine fitness for work.
- tell their line manager if they believe they have, or may have, a drug or alcohol related issue.
- undergo drug and/or alcohol testing when requested to do so.

SPL/PIR will undertake regular drug and alcohol testing of employees under the following circumstances:

- Pre-employment (If a prospective employee refuses to consent to such an examination/testing SPL/PIR has the right to immediately withdraw any offer of employment made).
- Promotion or transfer to Safety Critical activities.
- Following an incident where the use of alcohol and/or drugs may have been a factor.
- When there is cause to suspect that an employee is using or is under the influence of drugs or alcohol such as conduct, behaviour or appearance.
- As part of an unannounced testing process, a minimum 20% of all employees will be drugs and alcohol screened per annum.

Personnel tested for drugs and alcohol will be regarded as testing positive if it shows:

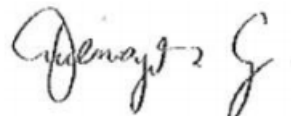
- a) The presence of drugs for which there is no legitimate medical need, or where legitimate medical need is affecting conduct and or ability to work safely, for either their use or the quantity of their use.
- b) More than 29 milligrams of alcohol in 100 millilitres of blood, or
- c) More than 13 micrograms of alcohol in 100 millilitres of breath, or
- d) More than 39 milligrams of alcohol in 100 millilitres of urine.

Any employee or worker who exceeds the alcohol limit or tests positive for drugs will be prevented from continuing work and:

- will be subject to disciplinary proceedings which will normally result in dismissal.
- in the case of a contractor, will be subject to similar action as if directly employed, with their employer being notified.



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**Martin Hawley**  
Managing Director



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**Guenter Kilmayer**  
Managing Director