ALCOHOL & DRUGS POLICY STATEMENT

SPL Powerlines UK Ltd and Power & Infrastructure Resourcing Ltd is committed to ensuring that all employees, contractors and others working on behalf of SPL UK Ltd and PIR undertake their duties unimpaired by drugs (including prescribed medication) &/or alcohol. This applies to all workers, safety critical and non-safety critical.

Staff and sub-contractors shall not:

- report for duty under the influence of alcohol, or non-prescribed or undeclared medication which is over the permitted limits.
- be in possession of alcohol or drugs in the workplace.
- consume alcohol or non-prescribed drugs while on duty.

Staff and sub-contractors shall:

- declare all medication (prescribed and non-prescribed) to their employer for review by an Occupational Health Specialist.
- inform 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 (which includes indicative D&A testing).

SPL/PIR undertake drug and alcohol testing under the following circumstances:

- Pre-employment (refusal may result in the withdrawal of 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 or determined by the Incident Controller.
- 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) A level of alcohol present in blood, breath or urine which exceeds limits defined under contract conditions
c) A level of drugs present in blood, saliva or urine which exceeds limits defined under contract conditions

Any employee or worker who's test result exceeds the alcohol limit and/or tests positive for drugs or medication not previously declared:

- will be suspended from duty immediately and disciplinary proceedings which may result in dismissal.
- In circumstances where the worker is a contractor or sub-contractor, they shall be removed from site and their employer notified and appropriate action taken.

Signed by:
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Martin Hawley
Managing Director

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