

## Alcohol & Drugs Policy

Imagine Construction Services is committed to enforcing an effective Alcohol & Drugs Policy in accordance with the requirements of Rail Industry Standard RIS-8070-TOM Alcohol and Drugs (current issue), Network Rail Standard NR/L1/OHS/051 (current issue) Network Rails Alcohol & Drugs Policy, the Transport at Works Act 1992 and Railways and Other Guided Transport System (Safety) Regulations 2006 as well as LUL Standards 2-02207-000-Drugs and Work and 2-02201-000 Alcohol and Work.

We recognise the importance of such a policy in its contribution towards ensuring the health and safety of our employees, sub-contractors, visitors and all those affected by our works. This policy and its mandatory application will be communicated to all staff on employment/sponsorship.

It is a requirement of Imagine Construction Services that no employee or temporary employee shall:

- Report or attempt to report for duty having just consumed alcohol or being under the influence of drugs
- Report for duty in an unfit state due to the use of alcohol or drugs
- Be in possession of alcohol or drugs of abuse in the workplace or supply or attempt to supply them in the workplace and consume alcohol or drugs while on duty
- Use prescribed or over the counter medicine while working without advising the person in charge

Imagine Construction Services will undertake regular alcohol and drug screening of employees under the following circumstances:

- Pre-employment (if a prospective employee refuses to consent to such an examination/screening Imagine Construction Services 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
- As part of an unannounced random screening process a minimum 5% of Sentinel competency card holders and Safety Critical Employees will be Alcohol and Drugs screened per annum.

Individuals will not be compliant with company policy if he/she:

- Has more than 13 milligrams or more of alcohol per 100 millilitres in his/her blood or equivalent in urine or breath
- Has tested positive for drugs other than declared prescribed medication which does not affect work performance

If a test is refused or reveals a positive screening result of alcohol or illegal drugs or substances, persons:

- Will be withdrawn from Imagine Construction Services Managed Infrastructure and LUL Infrastructure
- Will not be permitted to work on The Company's premises at any time in the future

- Railway and LUL Certification will be withdrawn
- Wages may be suspended and dismissal ensue
- Imagine Construction Services, Sentinel and LUL will be advised, previous employers and The Transport Police may be advised where applicable
- Criminal prosecution could occur

The implementation of this policy will be supported by the following:

- Refusal to undertake Alcohol and Drugs tests will be considered a positive result
- **Imagine Construction Services will not tolerate any departure from these rules and will take the appropriate disciplinary action which will normally result in dismissal in the event of any infringement.**