Form Title: Alcohol and Drug Policy
Form Ref: POL 005
Author: PRB Consulting
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ALCOHOL AND DRUG POLICY

This Alcohol and Drug Policy Statement is applicable to all personnel under the Company's control. The Business Director shall take all reasonable steps to ensure that all relevant personnel are made aware of this Policy statement. Company procedure 'Occupational Health' defines the process and responsibilities for ensuring compliance with Railway Group/Rail Industry Standards, Network Rail Company Standards and relevant TfL LUL Standards to prevent, so far as is reasonably practicable, offences under the *Transport and Works Act 1992*. Control measures include:

- Screening for drugs and alcohol prior to employment on Network Rail managed infrastructure
- An annual, unannounced, random screening of relevant personnel to ensure that the number of relevant personnel selected and the frequency at which testing is undertaken are sufficient to meet the requirements laid out in Railway Group Standards, a minimum of 20% each calendar year (1st January to 31st December) as per GE/GN8570) thereby ensuring that we will monitor the results of Alcohol and Drug testing to identify trends, patterns and changes in the level of drugs and alcohol detection. We will, at least annually, audit and review the effectiveness of our Alcohol and Drug Policy and make changes if required to prevent or eliminate increases in risk resulting from the deficiencies identified by the monitoring of our policy
- Arrangements with a Network Rail-approved provider for 'For - Cause' screening
- Reporting of results to Rail Sentinel

No person under Company control shall:

- Report or endeavour to report for duty while under the influence of alcohol or drugs
- Report for duty in an unfit state due to the use of alcohol or drugs
- Be in possession of controlled drugs in the workplace
- Consume alcohol or drugs whilst on duty

When being prescribed medication, relevant personnel shall notify their Doctor of the nature of activities they are engaged in. They shall ensure that their Supervisor / Line Manager is immediately notified of any prescribed or 'over-the-counter' medication being taken that may affect or impair their safe performance.
Personnel who believe that they have alcohol or drug related problems and proactively 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 shall be subject to appropriate disciplinary action.
The Company will monitor the effectiveness and adequacy of this Policy at least annually.

Signed: 

Dean Jump
Role: Managing Director

Date: October 2026

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