

Drug and Alcohol Policy

This statement sets out the DSD Construction Ltd policy in respect of any Employee, & Sub contractors whose ability is impaired as a result of drugs and/or alcohol.

Reference has been taken in accordance with the provisions of the Road Traffic Act, the Transport & Works Act (relating to railways) and the Railways & Other Guided Transport Systems (Safety) Regulations (ROGS Regulations) in respect of critical work on the Railways.

In addition, any person who misuses drugs or alcohol may be in breach of Section 7 of the Health and Safety at Work Act 1974, which requires that Employees take reasonable care of themselves and others who may be affected by their acts or omissions at work and that of Section 15 Management of Health and Safety at Work Regulations 1999.

It is Company policy to encourage Employees to seek help if they have a drugs or alcohol related problem. The Company can offer specialist advice and assistance where appropriate.

The Company regards Health as a matter of paramount importance, and therefore, expects Employees and Sub-contractors to take a responsible approach to alcohol consumption.

All Employees and Sub-contractors must ensure that their level of alcohol consumption will not affect their ability to work.

An individual will not be compliant with the screening requirements and our policy if they have:

- More than 29 milligrams of alcohol in 100 milliliters of blood, or
- More than 13 micrograms of alcohol in 100 milliliters of breath, or
- More than 39 milligrams of alcohol in 100 milliliters of urine.

Additionally, an individual will not be compliant with our policy if they have the presence of drugs for which there is no legitimate medical need for either their use and/or quantity.

Drugs can be obtained with or without a prescription and can affect work performance & safety (including the safety of others). Therefore, all forms of drugs prescribed or otherwise must be reported immediately to your Line Manager, so that the necessary checks can be undertaken to confirm the possibility of any side effects and/or issues relating to personal safety whilst working. Information regarding medication use is confidential.

The company will take disciplinary action, including dismissal, for the following serious offences:

- Possessing, using or selling illicit drugs and/or alcohol during working hours.
- Being impaired through substance abuse and or alcohol during working hours.
- Failure to report drugs that can affect your work performance & the safety of others.

The Company reserves the right to carry out pre-employment & promotion alcohol & drug screening. We also reserve the right to carry out unannounced random tests for alcohol and drug use and to test Employees and Sub-contractors who are involved in accidents or where an individual believes that substance abuse has contributed to an incident, or change in behavior, work performance, or where required as part of the audit process.

Employees & Sub-contractors who refuse to take a test will be liable for disciplinary action, which could result in dismissal. A refusal is classified as a positive result or alcohol and drug test failure.

A positive alcohol & drug test (failure) of an Employee will result in suspension from duty without pay. Sub-contractor positive alcohol & drug test (failure) will result in reporting to the controlling organisation and their disqualification from future works.

This policy has been endorsed by the Management team at DSD Construction Limited.

Signed:

A handwritten signature in black ink, appearing to read 'Shaun Nugent', written over a horizontal line.

Date: 01.02.19

Shaun Nugent - Managing Director