



## **POLICY ON ALCOHOL AND DRUGS AT WORK**

Donaldson Associates' policy on alcohol and drugs at work is based on the requirements of Network Rail Group Standard GE/RT8070 and, The Railways and Other Guided Transport Systems (Safety) Regulations 2006 made under The Transport and Works Act 1992.

Donaldson Associates' policy on alcohol and drugs at work is detailed below.

The Company's policy on this subject recognises the requirements of the law, the policies of Network Rail and those of other industry employers. The policy applies to all works undertaken by employees and sub-contractors of the Company including non-railway related works.

It is Donaldson Associates' policy to ensure that no employee or sub-contractor attempts to report for duty under the influence of alcohol or any drug which could impair their ability to perform their duties properly, nor consume these while on duty.

It is also Company policy not to employ anyone, either directly or indirectly, previously dismissed or prosecuted in connection with the provisions of The Transport and Works Act 1992.

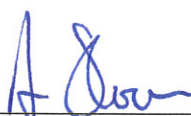
It is Company policy to ensure that effective monitoring is conducted to detect any breach of standards, and where any is found, to eliminate the immediate dangers and prevent any recurrences.

Such monitoring will include unannounced tests of 5% of staff undertaking the categories of work detailed in the current version of Network Rail standard documents.

Donaldson Associates will comply with the requirements of Network Rail Group Standard GE/RT8070 and Network Rail Company Standard NR/CS/OHS/051 with regard to "For Cause" drugs and alcohol testing.

"For Cause" drugs and alcohol testing will be undertaken where there are reasonable grounds to suspect that the fitness of that person:

- a) has contributed to, or is likely to have contributed to the cause of an incident or accident
- b) is likely to compromise the safety of the relevant person or others

Signed: 

**A Sloan**

Director Responsible for Health and Safety

Donaldson Associates Limited

27<sup>th</sup> August 2009