



DRUGS AND ALCOHOL POLICY STATEMENT

For Safety Critical Workers

1. Introduction

This statement sets our Southern Cranes and Access Ltd's policy in respect of employee or contractor whose proper performance of their duties is or may be impaired as a result of drinking alcohol or taking drugs. It is supported by the Southern Cranes and Access Ltd's Rule Book, Railway Group Standard and Alcohol and Drugs related Codes of Practice Guidelines and readily available educational materials.

Southern Cranes and Access Ltd has taken into account the Transport and Works Act 1992. Provided that employees adhere to the provisions of this policy they will normally be able to demonstrate compliance with the Act.

All persons concerned are to be made aware this statement and become familiar with its content.

2. Policy

Southern Cranes and Access Ltd will take all reasonable steps to ensure employees or contractors are made aware of the contents of this statement, together with the relevant sections of the Transport and Work Act 1992 and the implications therein. Furthermore, as a responsible employer Southern Cranes and Access Ltd will have in place procedures to prevent, in so far as is reasonably practicable, an offence under the Act and a monitoring process to measure the effectiveness of such procedures.

It is a requirement of Southern Cranes and Access Ltd that no employee or contractor shall:

- Report or endeavour to report for duty having just consumed alcohol or be under the influence of drugs.
- Report for duty in an unfit state due to the use of alcohol or drugs.
- Be in possession drugs of abuse in the workplace.
- Consume alcohol or drugs whilst on duty.

Southern Cranes and Access Ltd will not tolerate any departure from these rules and will take the appropriate disciplinary action in the event of any infringement.

Southern Cranes and Access Ltd has a policy of assistance with the rehabilitation of staff who voluntarily seek help for alcohol or drug related problems. Such staff must however seek assistance at the earliest possible opportunity – subsequent discovery or disclosure prompted by impending screening will not be acceptable.

A programme of screening has been put in place. This includes procedures to:

- Detect the use of drugs by both existing and potential employees.
- Detect the use of alcohol and or drugs by any person (s) involved in a Safety Critical Incident where there are grounds to suspect that the actions of the person(s) led to the incident.
- Detect the use of alcohol and or drugs where abnormalities of behaviour prompt managerial intervention (which may include a request for screening)
- Carry out random screening for drugs for a minimum 5% of Safety Critical staff annually.

Refusal to be screened will be treated as a drug and alcohol failure.

No employee tested "for cause" will return to work until drugs and alcohol clearance is confirmed.

Signed :-

**Michael Sadler
Managing Director, Southern Cranes and Access Ltd.**

Date: May 2010