



Drugs & Alcohol Policy Statement

Sinbad Plant Limited will take all reasonable steps to ensure that all employees and temporary workers are made aware of this Policy statement.

Work Instruction SQW201 Drugs and Alcohol defines the process and responsibilities for ensuring compliance with Railway Group Standard GE/RT8070 and Network Rail Company Procedure NR/L1/OHS/051 and preventing, so far as is reasonably practicable any offences under the Transport and Works Act 1992.

Control measures include:

- Screening for drugs and alcohol prior to employment on Network Rail Infrastructure
- An annual, unannounced, random screening of 5% of relevant personnel
- Arrangements with a Network Rail approved provider for “for cause” screening
- Reporting of results to NCCA

It is a condition of employment with Sinbad Plant Limited that no employee or temporary worker shall:

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

All employees or temporary workers engaged in activities with Sinbad Plant Limited, must ensure their Supervisor / Line Manager are notified of any prescribed or over-the-counter medication being taken that may affect or impair their safe performance. Additionally, they must notify their doctor of the type of activities they are engaged in when considering any medication prescribed.

Personnel that believe they have drugs or alcohol related problems and pro-actively 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 or Drugs and Alcohol Work Instruction shall be subject to appropriate disciplinary action.

Sinbad Plant Limited will not tolerate any contravention of this Policy and will take the appropriate action in the event of an infringement

A monitoring process will be implemented to ensure that all controls are implemented and effective and so ensure an effective contribution to safe working within the UK Rail Industry.

This policy statement will be formally reviewed on an annual basis.

Signed:

Position: Managing Director

Date: 3 August 2009

Form No: SQF3002	Issue No: 2	Date: 08/09
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