



Drugs and Alcohol Policy Statement

AM Electrics (Renewables) Limited) takes seriously the role it plays for the health and safety of its staff and clients.

AM Electrics (Renewables) Limited aims to comply with Health and Safety at Work Act 1974, Management of Health and Safety at Work Regulations 1999 and the Misuse of Drugs Act 1971.

It also aims to meet the requirements of the Transport and Works Act 1992, Section 37, Railway Industry Standard, RIS-8070-TOM, Testing Railway Safety Critical Workers for Drugs and Alcohol, Network Rail Group Standard GE/GN/8570 Guidance on the Management of Drugs and Alcohol and Company Standard NR/L1/OHS/051 Drugs and Alcohol Policy.

All safety critical employees and Sub-Contractors are briefed in this matter and must sign a copy of this Drugs and Alcohol Policy to demonstrate that have understood our requirements and will conform to ensure compliance with the policies content.

All personnel who work for AM Electrics (Renewables) Limited are not permitted to:

- Consume alcohol or any controlled substance whilst on duty
- Report for duty whilst under the influence of alcohol
- Possess any controlled drugs whilst working
- Attend site if unfit through alcohol or drugs
- Consume any substances which are legal in themselves but are subject to misuse or render that person unfit to carry out their duties
- Report for duty whilst under the influence of prescribed or non-prescribed medicines which can affect their performance at work or make them unfit to carry out their duties. That person MUST check with the GP/Pharmacist if they could affect their ability to work safely and inform the company Director of the fact that they are taking such medicines.
- Purchase alcohol and/or enter a licenced premise whilst on duty
- Store or transport alcohol in a company vehicle whilst on duty

All personnel are liable to Drugs and Alcohol screening in the following circumstances;

- Pre-employment
- Unannounced random
- For cause i.e. following accidents, serious incidents or being under suspicion of using drugs or alcohol where this impacts work carried out for AM (Electrics) Renewables Limited.

Signed: Luke Bradford, Managing Director

Dated: 23 October 2019