

Alcohol and Drugs Policy Statement

D2 Global (known as 'the company') is fully committed to enforcing an Alcohol and Drugs Policy in accordance with Network Rail Company Standard NR/GN/CPR/401 Guidance on Contractual H&S Requirements – Safety, Network Rail Company Standard NR/L1/OHS/051 Network Rail Alcohol & Drugs Policy, Network Rail Supporting Procedure NR/LS/OHS/00120 Testing for Drugs and Alcohol, Railway Group Standard RIS-8070-TOM Drugs and Alcohol and the Transport and Works Act 1992.

The company's Alcohol & Drugs Policy applies to all employees (both permanent and casual) and subcontractors working on Network Rail Managed Infrastructure who could affect the safety of the railway. The company will take all reasonable steps to ensure that employees (both permanent and casual), sub-contractors and visitors are made aware of this policy and procedures it complies with.

The CEO is responsible for ensuring the compliance and maintenance of this policy.

Any employee (including associates) shall be in breach of this policy if they: -

- Report or endeavor to report for duty having just consumed alcohol or being under the influence of prohibited drugs, as defined in the Misuse of Drugs Acts 1971.
- Report for duty in an unfit state due to the use of alcohol or prohibited drugs.
- Be in possession of drugs of abuse in the workplace or supply or attempt to supply them in the workplace.
- Consume alcohol or drugs whilst on duty.
- Use prescribed or over the counter medicine whilst working on Network Rail managed infrastructure without first notifying the person in charge. (This may be referred to the approved medical provider for advice on whether it will affect an individual's work performance and/or an individual's ability to carry out work safely).
- Refuse to undertake an alcohol and/or drugs test.
- Fail an alcohol and/or drugs test.
- Fail to inform their employer/sponsor of any prescription or over the counter drug/medication that might lead them to be in an 'unfit state', or adversely affect their ability to perform their role safely.

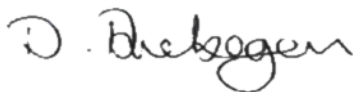
The company will not tolerate any deviation from these rules and will take the appropriate disciplinary action in the event of any infringement, which may result in dismissal. (See A&D Procedure D2.016/AD)

The company will undertake alcohol and drugs testing of its employees under the following circumstances: -

- Pre-employment and routine medical examinations
- On first transfer to a post which requires the holder to be qualified in Personal Track Safety or is designated as a safety critical work post.
- Random unannounced screening within the 12 month period of RISQS Audit (in line with the current Network Rail Standards) This testing can also be undertaken by Clients or Network Rail.
- For Cause – where there is cause to suspect that an employee/sub-contractor is using or is under the influence of alcohol or drugs.
- Following an accident or incident where the use of alcohol and/or drugs may have been a factor.
- At the discretion of management.

This policy will be communicated to all employees prior to commencing work on Network Rail managed infrastructure.

This policy will be reviewed at least annually for its effectiveness and compliance will be monitored through regular worksite inspections and audits of the company's activities.



Signed
CEO

Date: 14th November 2023
(Rev: 11)