

Drugs & Alcohol Policy Statement

Kent Group is committed to providing a safe, healthy and secure environment to all of our employees, and anyone involved in our operations and activities.

Our work and the reputation of Kent Group will not be compromised by the presence of individuals who are under the influence of alcohol, non-prescribed drugs or the abuse of prescribed medication or legal highs in the workplace.

Kent Group and all of its subcontractors will adhere to Network Rail's Drugs & Alcohol Policy and it is a pre requisite of employment and a mandatory requirement that no employee shall: -

- Report or endeavor to report for duty having consumed, or taken by any other means, any drug listed in the Misuse of Drugs Act 1971 or alcohol as set out in Railway Group Standard RIS-8070-TOM Testing Railway Safety Critical Workers for Drugs and Alcohol
- Be in possession of alcohol or drugs in the workplace or whilst on duty
- Consume alcohol or drugs whilst on duty
- Attempt to sell or give drugs or alcohol to any other employee or person

Prescribed medication must only be taken within the parameters of Kent PHK's Drugs & Alcohol Procedure.

Kent Group will enforce a Zero tolerance policy for the use and abuse of drugs, alcohol, and any other substance that would compromise safety and affect the person's fitness for duty. Any departure from these rules will result in immediate removal of the individual from the workplace and at the sole discretion of the company they may be subsequently dismissed.

A system for detection of alcohol or drugs by screening has been put in place which includes: -

- Pre employment screening
- Random screening of employees
- For cause screening
- Screening as a result of reasonable suspicion or following an accident or incident

The company will afford any required assistance to Network Rail, or its Principal Contractors, for any unannounced testing.

The company shall provide information and instruction on the requirement of this drugs and alcohol policy, including individual responsibilities.

The detailed requirements and arrangements for the implementation and monitoring of the company's drugs and alcohol policy are set out in Kent Group's Drugs and Alcohol Procedure.

Kevin Kent
Managing Director

Signed



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