

K Rouse Civil Engineers Ltd will take all reasonable steps to ensure all personnel under KRCE control are made aware of this policy statement.

As a responsible supplier of civil engineering products to the rail, roads and general civils industry, K Rouse Civil Engineers Ltd has in place procedures to prevent, so far as is reasonably practicable, any offences of the Transport and Works Act 1992.

It is a condition of employment with K Rouse Civil Engineers Ltd that personnel under the companies control shall not:-

- Report or endeavor to report for duty whilst under the influence of or in an unfit state as a result of the use of drugs or alcohol.
- Be in possession of controlled drugs or alcohol in the workplace.
- Consume alcohol or drugs whilst on duty.

All employees or temporary workers engaged in activities with K Rouse Civil Engineers Ltd could be subjected to pre-employment, unannounced random D&A sampling.

If the employees are working on a Railways job, or other safety critical work, then the Drugs and Alcohol screening will be in line with legislation and will be a minimum of 5% of the workforce.

KRCE will ensure that subcontractors will meet their obligations when under control of the company.

Employees involved with accidents or showing signs of being under the influence of Drugs or Alcohol will be subjected to 'for cause' D&A sampling.

All employees must ensure their supervisory personnel are notified of any prescribed and "over the counter" medication which 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.

K Rouse Civil Engineers Ltd will not tolerate any contravention of this policy and will take the appropriate action, including termination of employment where appropriate, in the event of any infringement. The following circumstances will be considered as a contravention, and may result in disciplinary action:

- Refusal to provide a drug & alcohol sample following a request to do so.
- Providing a sample that subsequently tests positive.
- Providing a 'for cause' sample until such times as a negative result is returned on that sample.

The company will implement a monitoring process to ensure that all procedures and controls are implemented and effective and so ensure an effective contribution to safe working within the UK rail and road infrastructure and general civils industry.



Signed:Managing Director

Date: January 2021