

the SES Group is committed to enforcing an effective Drugs and Alcohol Policy in accordance with the requirements of Railway Industry Standard RIS-8070-TOM and Network Rail Drugs and Alcohol policy. We embrace the importance of this policy and supporting documentation in the contribution towards ensuring the health and safety of our employees and others who may be affected by our works.

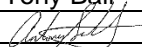
It is a requirement of the SES Group and sub-contractors representing the SES Group that no employee shall:

1. Report or attempt to report for work having just consumed alcohol or being under the influence of drugs
2. Report for work in an unfit state due to the use of alcohol or drugs
3. Be in possession of alcohol or drugs in the workplace or supply or attempt to supply them in the workplace
4. Consume drugs and / or alcohol while at work
5. Use prescribed or over the counter medication while working on Network Rail Infrastructure without informing the person in charge

the SES Group shall undertake regular drugs and alcohol screening under the following circumstances:

1. Rail infrastructure pre employment (refusal of consent to such a screening / examination will result in the SES Group exercising their right to terminate employment)
2. Following an incident where drugs / and or alcohol may be considered as a contributing factor.
3. Where there is cause to suspect that an employee is using or is under the influence of drugs and / or alcohol.
4. Random Drugs and Alcohol screening shall take place, involving 20% of all Sentinel competency card holders on an annual basis.
5. Refusal to undertake Drugs and Alcohol tests will be considered a positive result with the appropriate action taken against the individual.

the SES Group shall not tolerate departure from this policy and shall take the appropriate disciplinary action, which may result in the dismissal from employment. This policy shall be reviewed annually as part of management review to ensure policy adequacy is maintained.

Name:	Tony Ball
Signature:	
Date:	01/04/2023