

## Drugs & Alcohol Policy

HOCHTIEF (UK) Construction strives for high standards in all its construction activities, rail works and operations in the UK.

This policy is a written commitment and sets out HOCHTIEF (UK) Construction Ltd's policy in respect of an employee or contractor whose performance of their duties is or may be impaired by the use or abuse of Drugs or Alcohol.

The Company will:

- Maintain a zero tolerance approach to the use or abuse of Drugs or Alcohol
- Maintain a safe working environment for all personnel where the use or abuse of Drugs or Alcohol is prohibited
- Carry out random testing for the use or abuse of Drugs or Alcohol on all personnel
- In the event of an incident where human error is suspected the person/persons involved may be subject to "for cause" testing for Drug and Alcohol use or abuse
- Ensure that all personnel are aware of the Drugs and Alcohol Policy via the induction process and subsequent briefings as required
- Only allow trained collection officers to carry out random Drugs and Alcohol testing
- Ensure where required that samples are dispatched under a chain of custody to approved testing laboratories
- Provide counselling to personnel who admit to Illegal Drugs or Alcohol abuse prior to random testing
- Ensure that all personnel are aware that disciplinary action shall be taken against persons who are found to abuse Drugs or Alcohol through random testing
- Personnel who refuse to co-operate with random Drugs and Alcohol testing shall be subject to the HOCHTIEF (UK) disciplinary procedure.
- Personnel who are found trying to defeat the Drugs and Alcohol testing procedure shall be subject to the HOCHTIEF (UK) disciplinary procedure.

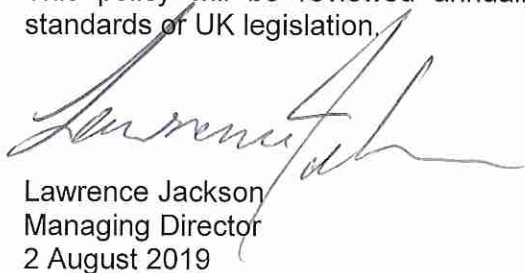
All employees will strive to maintain the highest standards of safety to comply with the Health and Safety at Work etc. Act 1974 as well as the provisions laid down in the HOCHTIEF Integrated Management System.

Employees, visitors and contractors are to fully comply and support this policy through their active participation and co-operation.

This policy will be displayed at all sites and distributed to clients, suppliers or any person or organisation who has an interface with HOCHTIEF (UK).

Further details on this policy can be found in company procedure 'Drugs and Alcohol'.

This policy will be reviewed annually or following changes to processes, Industry & Client standards or UK legislation.



Lawrence Jackson  
Managing Director  
2 August 2019