

HOCHTIEF (UK) Construction Limited (HTUK) requires high standards from its workforce in all its construction activities, rail works and operations in the UK.

All employees will strive to maintain the highest standards of safety to comply with the Health and Safety at Work etc. Act 1974 and the requirements for using Drugs and Alcohol laid down in the HOCHTIEF Integrated Management System.

This policy sets out the company's requirements regarding Drug and Alcohol use and also 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.

We require all those associated with our operations; employees, visitors and contractors, to fully comply and support this policy through their active participation and co-operation.

The Company will:

- Maintain a safe working environment for all personnel where the use or abuse of Drugs or Alcohol is prohibited
- Ensure that all personnel are aware of the Drugs and Alcohol Policy via the induction process and subsequent briefings as required.
- Maintain a zero tolerance approach to the abuse of Drugs or Alcohol while working on behalf of HTUK.
- Carry out random or "for cause" testing for the use or abuse of Drugs or Alcohol on all personnel
- 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
- Provide counselling to personnel who admit to Illegal Drugs or Alcohol abuse prior to random testing.
- 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

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

Further details on how this policy is applied can be found in HTUK procedure Drugs and Alcohol (00000-HUK-GHS-XX-PC-Z-0009)

Personnel who refuse to co-operate during Drugs and Alcohol testing or are found trying to defeat the Drugs and Alcohol testing shall be subject to the HTUK disciplinary procedure (00000-HUK-GHR-XX-PC-Z-0003)

This policy will be displayed at all sites and distributed to clients, suppliers or any person or organisation who has an interface with HTUK and will be reviewed annually or following changes to processes, Industry & Client standards or UK legislation.



Lawrence Jackson
Managing Director