Drugs & Alcohol Policy Statement

Rail Signalling & Power Ltd (RSP) is a supplier of specialist engineering products and design services to the UK Rail, Power, and Industrial Engineering sectors. The company's activities include the design, assembly, and test of electrical and electronic panels, including various types and sizes of equipment housings, and the development of value-engineered products for the railway industry.

In accordance with RSP document H71 Drugs & Alcohol Screening, Network Rail Standard NR/L2/OHS/00120 Drugs and Alcohol Standard, Railway Group Standard RIS-8070-TOM Drugs and Alcohol Testing for Safety-Critical Workers, and the Transport & Works Act 1992, RSP employees MUST NOT:

1. **Report for duty (or attempt to) having consumed alcohol or being under the influence of drugs;**
2. **Report for duty in an unfit state due to the use of alcohol or drugs;**
3. **Be in possession of alcohol or drugs in the workplace or on Network Rail controlled infrastructure;**
4. **Consume alcohol or drugs whilst on duty or within the workplace/Network Rail controlled infrastructure;**
5. **Sell, trade, encourage or permit others to use drugs and alcohol, or abuse other substances, whilst at work or at any work facility/premises, or whilst undertaking a work activity;**
6. **Fail to inform their supervisor of any medication they are taking that they know or ought reasonably to know might adversely affect their performance.**

Appropriate disciplinary action will be taken in the event of any infringement of these rules.

If you are suspected of being under the influence of drugs or alcohol, you will be required to undertake a drugs and alcohol screening. Refusal to be screened in these circumstances will be taken as a positive result and RSP will take disciplinary action that may lead to dismissal. RSP will notify Sentinel (when appropriate) which may result in you being unable to work on the Network Rail controlled infrastructure in a safety critical post or a post requiring track safety certification for a period of at least five years.

You have a duty to report anyone who you suspect is under the influence of drugs or alcohol. Some medications (both prescribed and over the counter) can affect your ability to undertake a safety critical/safety related role, and you must therefore notify your line manager of any medications that you are taking. A risk assessment will be conducted to confirm your suitability to continue work.

A programme of screening is in place that includes the sampling of personnel engaged in safety critical activities (a minimum of 20% of the company per annum), the testing of personnel involved in accidents or incidents and the testing of any individual if they are suspected of being under the influence. Screening test results will be deemed as a positive or negative in accordance with **NR/L2/OHS/00120 Drugs and Alcohol Standard.**

The RSP Management Team are responsible for reviewing this policy on an annual basis. The policy will also be reviewed following any major organisational changes, if an incident/event occurs, or if a report is received that impacts upon the upon the company's health and safety management system.



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