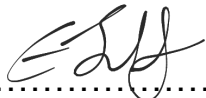


Alcohol and Drug Policy Statement

In order to comply with the Health and Safety at Work Act 1974 and The Transport Works Act 1992, employees must not report for work, or continue to work if they are unfit to do so because of the effects of drugs or alcohol. Employees must not consume drugs or alcohol whilst at work. Employees should also notify their supervisor if they are taking any medicine whether prescribed or not, prior to commencing work. Where staff are suspected of being unfit to work through the effects of drugs or alcohol, or involved in a safety incident, they will be requested to stop work immediately and where agreed, screening will be arranged. The company operates a zero tolerance on employees who are tested positive.

Signed  Edward Jelf (Director)

Review Date: 15-01-17

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