

ENABLE

Drugs & Alcohol Policy

Enable Investment Holdings Limited is an award-winning consortium that provides a complete, in-house solution to infrastructure projects. BCM Construction, Enable Hire and Equate Design are customer-focused organisations operating across the UK in rail, highways and utility sectors. Our philosophy is to maintain and continually improve our record of providing work of the highest quality, in accordance with the clients' requirements, on time and within budget. We endeavour to work as a team in a spirit of co-operation with our clients' and their professional representatives, investing in social value through the delivery of integrated project solutions.

The Enable Group will take all reasonable steps to ensure that employees and subcontractors are aware of our Policy in relation to the use of drugs and alcohol. We are committed to meeting client requirements, and our policies are set in accordance with relevant legislation and Industry Standards including Railway Group and Network Rail Standards. We will set and monitor objectives and targets in relation to this policy.

This statement and the associated procedures apply to all employees and subcontractors whose performance of duties is or may be impaired as a result of drinking alcohol or taking drugs, and / or undeclared prescribed or 'over the counter' medication.

It is a requirement of the Enable Group that employees and subcontractors must NOT:

- Commence or endeavour to commence work under the influence of alcohol or a 'controlled drug' (as deemed in the misuse of the Drugs Act 1971), or other substance that could affect their ability to carry out their duties safely
- Use prescribed or over the counter medication (which may affect their ability to work safely) until it is reported to their relevant BCM Line Manager / Supervisor / COSS and appropriate medical advice is taken.
- Be in possession of, or supply any drugs or alcohol whilst on duty

It is a requirement of the Enable Group that ALL employees and subcontractors shall:

- Be required to undergo a pre-employment, pre-appointment, random / unannounced, for cause and periodic drugs & alcohol test for a safety critical post or any other post requiring a Sentinel card
- Comply with all BCM drugs & alcohol briefings
- Comply with the Transport at Work Act (1992)

All employees and subcontractors will be subject to 'for cause' testing in the event of an accident or incident, or on grounds to suspect any persons unfit for duty through the misuse of drugs or alcohol, and as a matter of routine, to monitor safety and compliance. A positive result will lead to instant dismissal, the Managers of the Sentinel Scheme being notified immediately (where applicable), and the individuals informed in writing of the failed test result.

Refusal to attend a drugs and alcohol test, without valid reason, or refusal to supply a sample when requested will be treated as a positive result.

The Enable Group will ensure that information is available to provide help and support to those with drugs and alcohol dependencies or issues when approached by any member of staff.

A minimum of 10% of staff (Sentinel sponsored and those in a safety critical role or carrying out safety critical work) will be subject to unannounced random testing over a 12 month period. The timeline of testing throughout the year will be determined by the Sentinel Coordinator.

All employees and subcontractors are required to comply with this policy. They will be briefed on this and made aware of our expectations during the induction process and following any subsequent amendments. It will be accessible to all interested parties via SharePoint, noticeboards, the company website and is available on request.

The Directors of the Enable Group are committed to this policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate.

Shane O'Halloran
Managing Director
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