

LAND RECOVERY

DRUGS & ALCOHOL POLICY

Land Recovery Ltd and Land Recovery Rail Ltd (from herein all references to Land Recovery Ltd also apply to Land Recovery Rail Ltd) are committed to enforcing an effective Drugs and Alcohol Policy in accordance with the requirements of Railway Industry Standards RIS-8070-TOM Testing Railway Safety Critical Workers for Drugs and Alcohol and Network Rail Company Standard NR/L2/OHS/00120 Drugs, alcohol and substance misuse in the workplace, and the Transport and Works Act 1992.

We embrace the importance of this policy and supporting documentation in the contribution towards ensuring the health and safety of all our employees and others who may be affected by our works.

All employees, contractors and sub-contractors have a duty to ensure that they are fit for work on any Land Recovery Ltd controlled site:

- Report or attempt to report for work having just consumed alcohol or being under the influence of drugs
- Report for work in an unfit state due to the use of alcohol or drugs
- Be in possession of alcohol or drugs in the workplace or supply or attempt to supply them in the workplace
- Consume drugs and / or alcohol while at work
- Use prescribed or over the counter medication while working on Network Rail Managed Infrastructure without informing the person in charge

Land Recovery Ltd shall undertake regular drugs and alcohol screening under the following circumstances:

- Rail infrastructure pre-employment (refusal of consent to such a screening / examination will result in Land Recovery exercising their right to terminate employment).
- Following an incident where drugs / and or alcohol may be considered as a contributing factor.
- Where there is cause to suspect that an employee is using or is under the influence of drugs and / or alcohol.
- Random drugs and alcohol screening shall take place, involving 20% of all Sentinel competency card holders on an annual basis.
- Refusal to undertake drugs and alcohol tests will be considered a positive result with the appropriate action taken against the individual.
- Land Recovery Ltd and Land Recovery Rail Ltd staff and contractors are subject to random breathalyser tests, any employee that tests positive or refuses to undergo such a test will be subject to disciplinary action on the grounds of gross misconduct.
- All employees are to comply with LRLP035 Drugs & Alcohol Screening & Controls.

Land Recovery Ltd shall not tolerate departure from this policy and shall take the appropriate disciplinary action, which may result in the dismissal from employment. This policy shall be reviewed annually as part of management review to ensure policy adequacy is maintained.

This Drugs & Alcohol Policy will be made available to all staff at induction, via the Company One Drive and on company notice boards. The Policy is available to view by interested parties via the Land Recovery Ltd upon request.

This policy shall be reviewed as a result of significant changes or at least annually as part of the Management Review process defined in the Land Recovery Ltd Business Systems Manual.

Signed



Dan Beecroft

Date

January 2024

Title

Managing Director

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