

Balfour Beatty VINCI Joint Venture (BBV) is committed to providing a safe and secure environment for everyone affected by its work activities. This policy recognises the inherent risks associated with drugs, alcohol, and substance abuse and is designed to protect our people, visitors and members of the public from these risks.

BBV strictly prohibits the following and anyone found in breach of these requirements will be immediately and permanently removed from the workplace:

- Being in possession of un-prescribed controlled drugs or substances intended for abuse at work
- Consumption of alcohol, un-prescribed controlled drugs, psychoactive substances or substance abuse at work
- Trade in or supply of alcohol, controlled drugs, psychoactive substances or permitting their presence or use by others at work
- Reporting for work while over the legally permitted blood or breath alcohol limit defined by Network Rail Standard NR/L1/OHS/051
 - 13 micrograms of alcohol in 100 millilitres of breath
 - or 29 milligrams of alcohol in 100 millilitres of blood
 - or 39 milligrams of alcohol in 100 millilitres of urine
- Reporting for work having consumed un-prescribed controlled drugs, psychoactive substances or engaged in substance abuse, to the extent that such substances or their metabolites would be present in the body, and would be revealed as a positive result under a drug test
- Reporting for work having taken prescribed or over the counter drugs which may have side-effects that affect an individual's ability to work safely, without informing their manager

It is a condition of contract with the supply chain and Agency firms that this policy applies to anyone they send to work on a BBV site.

BBV may carry out drug, alcohol and substance testing in any of the following circumstances:

- Pre-placement for individuals prior to them starting work on site
- At the point of a medical examination when required
- If there are grounds to suspect that an individual is unfit for work through drugs, alcohol or substance abuse
- Following a work-related incident, or after a near miss
- Where a complaint relating to a group of workers or a work location has been made and/or where there is evidence of drugs or alcohol consumption or substance abuse found on a worksite
- Random unannounced testing
- As part of a drug, alcohol or substance abuse rehabilitation programme and post treatment monitoring

BBV accepts that dependence on alcohol, drugs or substances capable of abuse may be an addiction. Employees who come forward and admit to having a dependency problem (but not after or immediately before testing for alcohol or drugs) will be interviewed and, at BBV's absolute discretion, offered counselling and/or medical support as reasonable and appropriate.

The BBV management board is responsible for establishing the Drugs and Alcohol policy and for reviewing the performance of the operational team.

The operational team is responsible for:

- Ensuring that effective arrangements to deliver these requirements are established and implemented across the operations of the business
- Providing an effective process of assurance
- Ensuring compliance with all BBV, customer and legal requirements

AUTHORISATION

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