

## Our Policy

Balfour Beatty VINCI (BBV), working in partnership with HS2 is providing exceptional safety culture in delivering the largest infrastructure project in the UK, HS2's high speed railway.

Our policy is to create a work environment in which the risk of anyone being harmed (either directly or indirectly) through the use or misuse of drugs, alcohol and other substances is eliminated.

This Policy recognises the inherent risks associated with drugs, alcohol, and substance misuse and is designed to protect our people, visitors and members of the public from these risks.

It is a condition of contract with the supply chain and agency firms that this Policy applies to anyone that comes to work on a BBV site.

## Our Approach

BBV strictly prohibits the following and anyone found in breach of these requirements may be immediately and permanently removed from the workplace or be subject to a suspension period commensurate to risk from any HS2 site:

- Being in possession of unprescribed controlled drugs or substances intended for misuse at work.
- Consumption of alcohol, unprescribed controlled drugs, psychoactive substances, or substance misuse 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,
  - 29 milligrams of alcohol in 100 millilitres of blood; or
  - 39 milligrams of alcohol in 100 millilitres of urine.
- Reporting for work having consumed unprescribed controlled drugs, psychoactive substances or engaged in substance misuse, 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 and discussing with their manager.

BBV may carry out drug, alcohol and substance testing at any BBV site or office 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.
- As part of the random drug and alcohol testing programme.
- If there are grounds to suspect that an individual is unfit for work through drugs, alcohol or substance misuse.
- Following a work-related incident, or 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 misuse found on a worksite.

- As part of a drug, alcohol or substance misuse rehabilitation programme and post treatment monitoring.

BBV accepts that an ongoing dependence on alcohol, drugs, or substances capable of misuse is an illness which requires specialist intervention. With this in mind, employees who come forward and seek help for their dependency problem (but not after or immediately before testing for alcohol or drugs), will be interviewed and, at BBV's absolute discretion, offered confidential counselling and/or medical support as deemed reasonable and appropriate.

Under the requirements of HS2, any person who returns a positive result following a full laboratory test may be suspended for a period commensurate to risk and for that period, unable to enter any HS2 site, including those HS2 sites not under the control of BBV.

## Responsibilities

The Balfour Beatty VINCI Project Director is accountable for establishing this Policy and, with the support of the Project's senior management, is responsible for reviewing the performance of its implementation and effectiveness.

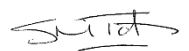
BBV management teams are responsible for:

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

It is the responsibility of every individual working on the Project to comply with this Policy.

Further details about the drug and alcohol testing, suspension from HS2 sites and how we use your data can be found in the BBV Drug & Alcohol Procedure, BBV Privacy Information, HS2 Drugs & Alcohol Policy and HS2 Privacy Information.

## Authorisation



**Stephen Tomkins**

**Project Director BBV IPT Area North**

**Date approved: 2<sup>nd</sup> February 2026**

**Next review required: 31st December 2026**