

Our Policy

Balfour Beatty VINCI are delivering more than a world class, high speed railway; we are working with HS2 in providing a catalyst for growth across Britain.

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 they send to work on a BBV site.

Our Approach

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 misuse at work.
- Consumption of alcohol, un-prescribed 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
 - 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 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 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 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 the random drug & alcohol testing programme.
- 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.

Responsibilities

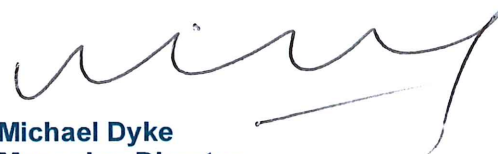
The BBV Executive Leadership Team is accountable for establishing the Drugs and Alcohol policy and for reviewing the performance of its implementation and effectiveness.

The BBV Delivery Team is 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.

AUTHORISATION



Michael Dyke
Managing Director
Balfour Beatty VINCI JV
Expires 31st August 2022