



ALCOHOL & DRUGS POLICY

Fortel recognises that drugs and alcohol are not compatible with the high safety standards the company seeks to achieve. It has therefore developed this policy to control the abuse of drugs and alcohol in the workplace. Fortel operates a drugs and alcohol policy that conforms to the Transport and Works Act 1992, The Railways and Other Guided Transport Systems (Safety) Regulations (ROGS), and Network Rail Policy NR/L1/0HS/051. This policy also covers sub-contractors employed by Fortel, and aims to achieve a target of zero non-complying staff. To this aim both in-house and external testing is carried out.

It is a requirement of Fortel that no employee or sub-contractor shall:

- Report or Endeavour to report for duty, having just consumed alcohol or being under the influence of drugs
- Report for duty in an unfit state due to the use of alcohol or drugs
- Be in possession of drugs of abuse in the workplace
- Consume alcohol or drugs whilst on duty

Fortel will not tolerate any departure from this policy and will take the appropriate disciplinary action in case of any infringement.

When Fortel employees or sub-contractors are suspected of not being fit to carry out their duties or are impaired from carrying out their duties because of use or abuse of drugs or alcohol, those employees or sub-contractors will not be allowed to commence or to continue work.

A handwritten signature in black ink, appearing to read "M Tour", enclosed within a hand-drawn oval.

Mr M Tour
Policies Director



The Supply of Manpower &
Provision of Security Guarding