

## **DRUGS AND ALCOHOL POLICY STATEMENT**

This policy covers both AGS One and AGS Recruitment.

We have a zero-tolerance policy with regards to Alcohol and Drugs. All AGS employees, suppliers, subcontractors and visitors are prohibited from consuming alcohol, or consuming or using drugs at work, or from being under the influence of alcohol, drugs or other substances that might impair the proper performance of their duties on all AGS sites, offices or workplaces. This also applies to candidates for employment where a pre-employment test will be carried out.

AGS has an obligation to provide a safe working environment for their employees, suppliers, subcontractors and visitors and in return expects that they will accept responsibility for their own safety as well as others affected by their actions.

Possession, intoxication or use of alcohol or non-prescribed drugs on AGS premises, or whilst on AGS business, will be considered gross misconduct and will be subject to disciplinary action for employees and will lead to termination of contract for services for subcontractors.

Persons suspected of being under the influence of Alcohol and/or non-prescribed Drugs will be subject to a Drugs and Alcohol test and/or breathalyser test. Failure/refusal to give a sample will result in the test being deemed positive and will lead to disciplinary action being taken against employees and termination of contract for services for subcontractors.

All personnel agree as a condition of their contract with AGS, to be subject to our annual (May to April of the following Year) 20%/risk-based regime of 'random' unannounced testing for Network Rail Drugs and Alcohol and 5%/risk-based regime of Random testing for London Underground Drugs and Alcohol, with notice given only immediately prior to testing.

Persons undergoing investigation for Drugs or Alcohol will be suspended from work with immediate effect pending the required testing. On completion of any test taken, if the worker tests positive for non-prescribed Drugs or Alcohol, the worker's contract will be terminated with immediate effect.

AGS has a duty to make all employees, suppliers, subcontractors and visitors aware of the control measures used to prevent accidents or injuries occurring due to consumption of alcohol or the misuse of drugs. Therefore, it is a requirement of AGS that:-

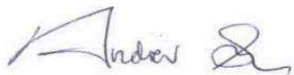
- Persons should not report or endeavour to report for duty whilst under the influence of alcohol or having taken illegal substances (drugs).
- Persons should not be in possession of drugs or alcohol in the workplace ie. alcohol or illegal substances should not be brought onto or consumed within the workplace.
- Persons should not attend work whilst taking prescribed drugs without having first checked with their Doctor/Pharmacist of the risk of the drugs affecting their fitness for work and having informed their Line Manager. Persons are required to report when they are taking prescribed medication which may affect their activities.
- Persons must make themselves available for random screening for drugs and alcohol.
- Those tested "For Cause" or suspicion will not be permitted to return to work until a negative test has been received.
- All Safety Critical and Safety Related persons are subject to random drugs and alcohol testing.
- Any person who is discovered in possession of and/or in the trading of illegal substances will be reported to the police.

AGS will not tolerate any deviation from these rules and will take appropriate action in the event of any infringement. Entry to the workplace will be refused to employees, suppliers, subcontractors and visitors who have, or who are suspected of having, recently consumed alcohol or taken illegal substances (drugs).

AGS supports the rehabilitation of workers who voluntarily seek help for alcohol or drug- related problems. However, such workers must seek assistance at the earliest opportunity; subsequent discovery or disclosure (prompted by impending testing) will not be acceptable.

We are committed to complying with all Client requirements towards medical fitness and our compliance with all current legislative and regulatory requirements and railway Standards, including The Transport and Works act 1992, The Railways and Other Guided Transport Systems (Safety) Regulations 2006 (ROGS), Network Rail Standard NR/L2/OHS/00120, and London Underground Standard S1552 Contract QUENSH Conditions. Every measure will be taken to ensure that all AGS employees, suppliers, subcontractors and visitors are made aware of this statement and its content and that it is adhered to.

This policy will be implemented on all AGS sites and office complexes and will be reviewed annually, or whenever legislative changes are made.

Signed :  Date: 27 July 2023  
Managing Director

I have received and read a copy of this Policy and agree to abide by the terms.

Signed by: \_\_\_\_\_ Print Name: \_\_\_\_\_  
Date: \_\_\_\_\_