

KeTech Drugs & Alcohol Policy Statement

KeTech recognises the importance of safeguarding and promoting the health and safety of its employees, contractors and stakeholders. KeTech's policy is therefore to comply with all current legislation, specifically the Health and Safety at Work Act 1974, the Misuse of Drugs Act 1971 and rail industry specific regulations and standards as stated in KeTech's Drugs and Alcohol Policy (GS-HS-PY-001). This involves:

- not knowingly permitting any employee or individual working on KeTech's behalf, to report for work under the influence of alcohol or drugs, nor to consume alcohol or drugs whilst at work;
- taking appropriate action (e.g. dismissal, termination of contract or prosecution) against anyone found to be in breach of this policy, and
- identifying employees with alcohol and/or drug related problems, by operating a system of accredited third party random testing.

To ensure the safety of KeTech's employees and third parties, KeTech operates a strict zero tolerance policy in relation to illegal drugs. Therefore any individual who is found to have any traces of illegal drugs in their body, following a drugs test, will be guilty of gross misconduct.

The unauthorised consumption or introduction of intoxicants/alcohol or the introduction or taking of illegal drugs on KeTech's premises is strictly prohibited and any breach will be treated as gross misconduct and subject to suspension pending investigation, which may result in formal disciplinary proceedings being instigated.

DRUG AND ALCOHOL TESTING

Employees are required to cooperate fully with the company in respect of the submission of samples for routine, random and post incident drug and alcohol testing in accordance with KeTech's policy. Any refusal to consent to testing will constitute a positive test and will result in disciplinary action being taken.

This Drugs & Alcohol Policy Statement will be reviewed annually as part of KeTech's Management System Review process and may be amended as a result of these reviews.

Approval

Chief Executive Officer
Mike Tebbutt

Signature :  _____

Date Approved : 18 / 6 / 19