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## **DRUGS AND ALCOHOL POLICY**

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Inspectahire Instrument Company Ltd is committed to enforcing an effective Alcohol & Drugs Policy. This policy has companywide coverage in accordance with the Misuse of Drugs Act 1971, for rail work this will also be in accordance with the requirements of Railway Group Standard GE/RT8070 - Alcohol and Drugs (current issue), Network Rail Company Standard NR/L1/OHS/051 (current issue) - Network Rail's Alcohol & Drugs Policy, the Transport at Works Act 1992 and Railways and Other Guided Transport System (Safety) Regulations 2006.

As a company we recognise the importance of an effective drugs and alcohol policy in its contribution towards ensuring the health, safety, and wellbeing of all our employees, sub-contractors, visitors, and all those affected by our works. This policy and its mandatory application will be communicated to all employees and subcontractors.

It is a requirement of Inspectahire Instrument Company Ltd that no employee or sub-contractor shall:

Report or attempt 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 alcohol or drugs of abuse in the workplace or supply or attempt to supply them in the workplace.
- Consume alcohol or drugs whilst at work.
- Use prescribed or over the counter medicine while working on Network Rail Controlled Infrastructure without advising the person in charge.

Inspectahire Instrument Company Ltd will undertake alcohol and drug screening of employee and subcontractors working on railway work who are holding Sentinel Smart cards under the following circumstances:

- Promotion or transfer to Safety Critical activities.
- Following an incident where the use of alcohol and/or drugs may have been a factor.
- When there is a cause to suspect that an employee is using or is under the influence of drugs or alcohol. (If a prospective employee refuses to consent to such an examination/screening Inspectahire Instrument Company Ltd has the right to immediately withdraw any offer of employment made).

A minimum of 5% of primary sponsored railway staff shall be randomly selected and tested each year.

Pre-employment for railway & offshore installation works.

**Note:** Inspectahire Instrument Company Ltd may also undertake Random and For Cause alcohol and drug screening of employee and sub-contractors not holding Sentinel Smart cards who are working for them on non-railway work as when the company deems this to be appropriate.

For Pre-employment and as part of the Inspectahire Instrument Company Ltd induction process, new employees may be requested to undertake an alcohol and drugs screening before they commence with their duties.

**The implementation of this policy will be supported by the following:**

For all employees and sub-contractors working for Inspectahire Instrument Company Ltd refusal to undertake Alcohol and Drugs tests will be considered a positive result.

Inspectahire Instrument Company Ltd will not tolerate any departure from these rules and will take the appropriate disciplinary action which will normally result in dismissal in the event of any infringement.

**This policy, in relation to drugs and alcohol, is designed to achieve the following:**

- A working environment free from the effects of alcohol and drugs.
- Encouragement of employees who suspect or know they have an alcohol or drug-related problem to seek help voluntarily.
- Reduce the personal suffering of employees with alcohol or drug-related problems, and their dependents.
- Provide practical guidance to management and employees on how to deal with all alcohol or drug-related problems effectively.
- Promote a climate which will reduce the tendency to conceal or deny alcohol or drug-related problems.
- Inspectahire promotes smoking or vaping in designated areas only on all its premises.

The above alcohol, drugs and no-smoking policy will also apply to other persons working for, or on behalf of, Inspectahire. This includes on the rare occasion they may be required agency workers and sub-contractors.

This policy will be reviewed as part of the internal policy and procedure reviews and external review process of our Rail Safety Consultant, to ensure its continued relevance and adequacy.

Authorised by:

  
Cailean Forrester (Aug 25, 2025 18:17:49 GMT+1)

Name: Cailean Forrester

Title: Managing Director

Date: 25/08/2025

(Review period is within 13 months)

# Drugs and Alcohol Policy Statement 2025 - 2026

Final Audit Report

2025-08-25

|                 |                                                     |
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