



BAM Nuttall Limited Drugs and alcohol policy

The Board of BAM Nuttall Limited is committed to ensuring that all employees, contractor's personnel and others conducting business on BAM Nuttall sites, in offices and depots undertake their duties free from the effects of drugs or alcohol. It is BAM Nuttall policy that all such people undertaking work shall:

- not come to work in an unfit state through use of drugs or alcohol
- not consume alcohol whilst at work
- not use, possess or supply any drug of abuse whilst at work
- tell their supervisor or line manager if they are taking any medication (whether prescribed or bought 'over the counter'), which may affect their ability to work safely
- tell their line manager if they believe they have, or may have, a drug or alcohol related problem
- not discontinue an agreed course of treatment for a drug or alcohol related problem without good reason
- undergo testing for drugs and/or alcohol when requested to do so

For the purpose of this policy, the term 'drugs' refers to a 'controlled drug', as defined by the Misuse of Drugs Act 1971 and its subsequent modification order, and other substances that could affect a person's ability to carry out their duties. This includes medication, whether administered or provided by a medical practitioner or dentist, prescribed or purchased separately over the counter.

This policy is given effect by the implementation of BAM Nuttall Procedures NP3.2: *Monitoring for drugs and alcohol (non-rail)*, NP3.3: *Monitoring for drugs and alcohol (rail)* and NP3.4: *Declaration of medical restrictions*, which describe how:

- employees are screened for drugs and alcohol on employment or when commencing work with BAM Nuttall
- at least 5% of all employees and other workers are randomly tested each year
- employees and workers may be tested 'for cause' following an incident or when suspected of being under the influence of drugs or alcohol
- employees and other workers taking medication are identified and assessed for temporary incapacity

Personnel tested for drugs and alcohol will not be compliant with this policy if:

- possessing more than 29 milligrams (for all site work including rail-related work) or 50 milligrams (for office based work) of alcohol per 100 millilitres of his/her blood or the equivalent in urine or breath
- testing positive for drugs

An employee or worker who exceeds the alcohol limit or tests positive for drugs will be prevented from continuing work and:

- in the case of an employee, will be subject to company disciplinary procedures in accordance with their contract of employment
- in the case of a contractor, will be subject to similar action as if directly employed, with notification to their employer

An employee or contractor who refuses to be tested for drugs or alcohol will be deemed to have tested positive and will be treated accordingly.

Stephen Fox
Chief Executive, on behalf of the BAM Nuttall Board
Date: 07 February 2013

Last review: 16 January 2019