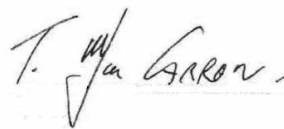


### DRUGS AND ALCOHOL

Under the Health and Safety at work Act 1974, employers have a duty of care to provide a safe working environment. In our business, misuse of drugs by employees not only exposes the Company to commercial risk but may also render us criminally negligent and endanger lives.

It is therefore imperative to lay down clear guidelines to employees about what is regarded as acceptable by the Company.

1. No employee should be under the influence of illegal drugs in the workplace at any time
2. Employees should not drink at all whilst on duty
3. No employee should go into a hard hat area under the influence of alcohol or drugs at any time
4. If an employee is suspected of being under the influence of drugs or alcohol then the manager must be advised immediately and the person should be removed from site
5. Taking Drugs or Alcohol during Working House: -
  - a. Where employees drink during working hours and render themselves incapable of working they will be subject to the company's disciplinary procedures.
  - b. Where it is proved that an employee has endangered the life of another individual or him/herself through excess alcohol consumption he/she is likely to be dismissed for gross misconduct according to circumstances.
6. Some of our clients' have a policy of using random testing for drugs and alcohol in order to safeguard their safety standards. We will ensure that all staff working on these projects is fully aware of the clients' policy on these issues.



**T. MacCarron**  
Chairman

**Date:**  
**17.07.09**

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