



## Orion Rail Construction Policy Statements

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Date:	8 <sup>th</sup> September 2020

### 7 Alcohol and Drugs Policy

This statement sets out Orion Rail Construction's policy in respect of any employee or contractor employed and, or, working in the UK whose proper performance of their duties is or may be impaired as a result of drinking alcohol, taking drugs or abuse of other substances. Industry rulebooks, Rail standards on drugs and alcohol, related codes of practice, company rules and guidelines and readily available educational materials support it. Its aim is to reduce risks to employees/contractors and the public that may arise through acts or omissions as a result of the use of drugs and alcohol or abuse of other substances.

The Transport and Works Act 1992 makes it a criminal offence to carry out certain work whilst unfit to do so through drink or drugs. All employees/contractors and contractors must therefore understand the implications of using drugs and alcohol and abuse of other substances, and consequently the need to observe the rules and procedures set out below and in associated documents.

No employee or contractor or employee of an associated company whilst working under Orion Rail Construction's control or on its behalf shall:

- Report or try to report for duty having just consumed drugs or alcohol or abused any other substance.
- Report or try to report for duty whilst unfit due to drugs, alcohol or the abuse of any other substance.
- Be in possession in the workplace of drugs or alcohol or substances capable of abuse.
- Consume drugs or alcohol or abuse any other substance whilst on duty.
- Sell, trade, or encourage or permit others to use drugs or alcohol or abuse other substances whilst at work, or on any company facility, premises or activity.
- Fail to inform their immediate work manager/supervisor of any medication they are taking, that they know or ought to know it might adversely affect their performance (**See note below**)

**Note:** Employees/Contractors must notify their immediate work manager(s) as soon as possible if they are taking prescribed medication that may cause serious side effects and which is likely to impair their ability to undertake their duties safely and effectively.

Employees/contractors/Contractors who experience serious side effects as a result of taking prescribed or over-the-counter medicines that impair their ability to perform their duties safely and satisfactorily must notify their immediate work manager as soon as possible. (Note that this is only applicable if the employee/contractor is attending work – there is no requirement to notify managers about medication prescribed or taken during periods of sickness absence unless it will continue to be taken after the employee's return to work.)

The company will conduct screening, including the detection of blood alcohol levels and, or, traces of drugs in breath or urine or other samples.

**Specified levels of alcohol and types of medication that can have an impact on an individual performing their specified duties in a safe manner are:**

The levels that the screening organisations will determine as a positive test are as follows:

- In excess of 30 milligrams of alcohol in 100 millilitres of blood.
- In excess of 13 micrograms of alcohol in 100 millilitres of breath.
- In excess of 40 milligrams of alcohol in 100 millilitres of urine.
- The presence of drugs or other intoxicating substance.



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Screening will be used to detect the use of alcohol and, or, drugs and, or, abuse of other substances:

- By existing employees/contractors and contractors, including by random selection and unannounced screening. Random testing will take place throughout the calendar year and a minimum of 5% of Primary sponsored staff/contractors will be involved (including office staff).
- By any person(s) involved in an incident where there are grounds to suspect that their actions or omissions may have contributed to the incident.
- Where abnormalities of behaviour or appearance prompt managerial intervention.
- By potential employees/contractors or contractors.

In respect of compliance with this policy, where used, breathalyser tests are set at the LUL limit and not the statutory limit.

Personnel who, when tested have 13 or more micrograms of alcohol per 100ml of breath are exceeding the limit. As a guide in interpreting this; LUL have issued guidelines stating that in order to start work with a zero alcohol level, personnel should not consume any alcohol at all in the **8 hours** before starting work and, in the **16 hours** prior to that, should not consume more than **7 units** of alcohol.

Things to know about alcoholic drinks. It is important for you to know how much alcohol you are drinking. The amount of alcohol in drinks is measured in units, a unit being equivalent to 10 millilitres of pure alcohol.

The following drinks each contain about one unit of alcohol: A half-pint of beer, a glass of wine, a single measure of spirits, a glass of sherry, a glass of aperitif.



The above is an approximate guide to alcohol content as this will vary with the strength of a drink and the volume of the glass it is served in. Also note the attached chart and reference guide.

You can work out the number of alcohol units in a drink by multiplying the volume of the drink in millilitres (ml) by the percentage of alcohol by volume (%ABV) as shown on cans and bottles. Then, divide the resulting number by 1,000.

For example, the number of units in a 330ml bottle of lager, with 5%ABV is:

$$\frac{\text{ml} \times \% \text{ABV}}{1000}$$

which works out to  $\frac{330 \times 5}{1000} = 1.65$  units

Remember; counting units will not ensure you will pass a test - there are now a wide range of low-alcohol and alcohol-free drinks.



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Beer / Lager	Popular measure	Alcohol by volume (% ABV)	Units
Caffreys Bitter	Pint (568 millilitres)	4.80%	2.81
Fosters Lager	Pint (568 millilitres)	4.00%	2.34
Guinness Stout	Pint (568 millilitres)	4.10%	2.4
Heineken Lager	Pint (568 millilitres)	3.40%	1.99
John Smiths Bitter	Pint (568 millilitres)	4.00%	2.34
Kronenburg	Pint (568 millilitres)	5.00%	2.93
Worthington Bitter	Pint (568 millilitres)	3.60%	2.11
Stella Artois	Pint (568 millilitres)	5.20%	3.05
Budweiser	330 millilitres	5.00%	1.65
Becks	275 millilitres	5.00%	1.38
<b>Cider</b>			
Strongbow	Pint (568 millilitres)	5.30%	3.11

<b>Wine</b>	The alcoholic strength of wines varies greatly. As a general guide, a 125-millilitre glass of wine at 11% or 12% ABV contains around 1.5 units. A bottle of similar wine contains around 8 or 9 units.		
<b>Spirit mixes</b>			
Baileys	Glass (50 millilitres)	17%	0.85
Smirnoff Ice	275 millilitres	5.50%	1.51
Bacardi Breezers	275 millilitres	5.40%	1.49
Archers Peach Schnapps	275 millilitres	5.50%	1.51
Gin/Vodka/Whisky/Brandy	Pub measure	40.00%	1
Tia Maria	(25 millilitres)	26.50%	0.66
Tequila	(25 millilitres)	38%	0.95

If any employee/contractor is found to have breached the rules or tests positive or refuses to undertake the tests or brings the company into disrepute through their activities in connection with alcohol or drugs or abuse of other substances they will be subject to disciplinary action, which will almost always lead to disengagement from the contract.

The company will not use or retain any incidental information about a person's health and lifestyle that may arise from the tests and which is irrelevant to the purpose of this policy.

The company will assist any employee/contractor who voluntarily seeks help for problems with alcohol or drugs or abuse of other substances provided it is sought at the earliest possible opportunity. This does not apply to the disclosure of a problem prompted by impending screening or following screening being conducted.

Orion Rail Construction will seek to educate its employees/contractors of the importance of minimising risks as a result of the use of alcohol, drugs, and abuse of other substances by way of briefings and notices.

The company will review and monitor the effect of this policy and reserves the right to amend it from time to time.

**Sam Dcruze**  
**Rail Managing Director**  
**8<sup>th</sup> September 2020**