



Drug and Alcohol Policy

This statement sets out the Company's policy in respect of any operative whose performance of their duties is, or may be impaired as a result of drinking alcohol and/or taking drugs. The Company has taken into account the Transport and Works Act. Provided that operatives adhere to the provisions of this policy they will normally be able to demonstrate compliance with the Act, Company standard NR/CS/OHS/051 and Group Standard GE/RT8070.

POLICY

The Company will take all reasonable steps to ensure that operatives are made aware of the contents of this statement. Furthermore, as a responsible employer, the Company will have procedures in place to prevent, in so far as it is reasonably practicable, any non-compliance with the policy, and will have in place a reliable monitoring process to measure the effectiveness of such procedures.

It is a requirement of the Company that its operatives must not, under any circumstances:

- ◆ Report or endeavour to report for duty when affected by drugs and/or alcohol.
- ◆ Report for duty in an unfit state due to the use of drugs and/or alcohol.
- ◆ Be in possession of alcohol and/or drugs whilst on duty.
- ◆ All operatives will be subject to a pre-employment drugs test thereafter.

Operatives consulting a medical practitioner or pharmacist and medication is prescribed or advised, they must advise the medical practitioner or pharmacist of the nature of their work so that appropriate information on possible side effects and their effect on safety and efficiency at work can be given. Operatives must advise their manager/supervisor when on medication, if there are any side effects that will affect their fitness for work.

A programme of screening has been put in place to:

- ◆ Detect the use of drugs by both existing and potential operatives.
- ◆ Detect the use of alcohol and/or drugs by any person(s) involved in an incident where there are grounds to suspect that the actions of the person(s) led to the incident.
- ◆ Detect the use of alcohol and/or drugs where abnormalities of behaviour prompt managerial intervention (which may include a request for screening).
- ◆ Annually undertake screening on a random selection of the workforce.

Positive results or failure to co-operate or provide the requested specimens will result in instant dismissal from T.I. Protective Coatings.

Operatives failing any of the aforementioned tests will be instantly dismissed on the grounds of gross misconduct.

The Company will measure the effect of this Policy and the monitoring process following a period of twelve months, at which time its adequacy will be reviewed.

A handwritten signature in black ink, appearing to read 'Graham Moor', written over a horizontal line.

Graham Moor
Managing Director
11th May 2009