

This policy applies to all RJ Power employees or contractors working for or on behalf of the company. It considers relevant Rail, electrical Industry and Network Rail Standard NR/L2/OHS/00120 on the management and control of Drugs and Alcohol as well as the Transport and Works Act 1992.

It is designed to ensure the safety of employees and contractors by enforcing limits regarding the use of drugs and alcohol.

It is a requirement of RJ Power that no employee or contractor shall:

- Report or endeavor to report for work under the influence of drugs or having just consumed alcohol,
- Report for work in an unfit state due to the use of drugs or alcohol,
- Be in possession drugs of abuse in the workplace,
- Consume drugs or alcohol whilst at work.

The drugs included		
Amphetamines	Benzodiazepines	Cannabis
MDMA (Ecstasy)	Methadone (EDDP)	Opiates
Cocaine	Ketamine	Tramadol
Alcohol Cut Off Levels – An unfit state through alcohol means more than		
29 milligrams of alcohol per 100ml of blood.	13 micrograms of alcohol per 100ml of breath.	39 milligrams of alcohol per 100ml of urine.

RJ Power will not tolerate any departure from these rules and will take appropriate disciplinary action in the event of any infringement.

RJ Power has a policy of assistance with the rehabilitation of staff who voluntarily seek help for drug or alcohol related problems. Staff must seek assistance at the earliest possible opportunity – subsequent discovery or disclosure prompted by impending screening will not be acceptable.

A programme of screening has been put in place to align with the validity of this policy (April 2025 to March 2026) and to:

- Detect the use of drugs by both existing and potential staff and contractors,
- Detect the use of alcohol and or drugs by any person (s) involved in an accident or Incident where there are grounds to suspect that the actions of the person(s) led to the accident or incident,
- Detect the use of drugs or alcohol where abnormalities of behaviour prompt managerial intervention (which may include a request for screening),
- RJ Power will conduct random screening for drugs and alcohol (Minimum 20% of the headcount of the workforce. This will include both safety critical and non-safety critical staff however the number of non-safety critical staff shall not exceed the number of safety critical staff tested of Rail Safety Critical Staff).

Refusal to be screened will be treated as a drug and alcohol failure.

Employees and contractors have the right to appeal in the event of a failure and request an additional drugs and alcohol test, they must not return to site during this period.

If employees or contractors are tested “for cause” they cannot return to work until drugs and alcohol clearance is confirmed.

All employees and others working for RJ Power are required to comply with this policy to ensure they co-operate and conduct activities in a responsible manner. It is the responsibility of RJ Power management and supervisory staff to ensure that this policy and its arrangements are implemented.

This policy will be reviewed annually and revised as often as may be deemed appropriate by RJ Power and then communicated and explained to all employees and sub-contractors. This policy is available to the public and all other interested parties on request.

**Accepted for issue by:**



**Andrew Pierce, Managing Director,  
RJ Power Networks.  
31<sup>st</sup> August 2025**

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