



Drugs & Alcohol Policy  
Railway Management System



# Zitrón UK Drugs & Alcohol Policy

## Policy brief & purpose

This statement sets out Zitrón in respect of any employee or contractor employed on all projects including rail infrastructure projects whose proper performance of his/her duties is or may be impaired as a result of drinking alcohol, taking drugs or abuse of substances.

## Scope

The policy is supported by RPRO-05 in the Rail Procedures Manual RMAN-01 and must be read in conjunction with this manual. The aim of this Policy is to reduce risks to employees and the public that may arise through acts or omissions as a result of the use of drugs and alcohol or abuse of substances. This Policy complies with:

- The Transport and Works Act 1992
- Misuse of Drugs Act 1971
- NR/L1/OHS/051 Drugs & Alcohol Policy,
- NR/L2/OHS/00120 Testing for Drugs and Alcohol,
- RIS-8070-TOM Testing Railway Safety Critical Workers for Drugs and Alcohol,
- GEGN 8570 Guidance on the Management of Drugs and Alcohol.

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 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.

Zitrón are committed to:

- Meeting client and infrastructure management requirements, and
- Arranging and undertaking unannounced random testing where applicable within a 12-month period of the RISQS audit (the 12-month unannounced random testing period is from January to December each year).

## Rules

No employee or contractor of an associated company whilst working on all projects including rail infrastructure projects under the control of or on behalf of the company shall:

- Report or try to report for duty having just consumed drugs or alcohol or abuse of any other substance.
- 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 substance capable of abuse.
- Consume alcohol or drugs or abuse any other substance whilst on duty.
- Sell, trade, or encourage or permit others to use drugs, alcohol or abuse of any other substances whilst at work or on or about any Company facility, premises or activity.
- Fail to inform their supervisor of any medication they are taking that they know or ought responsibly to know might adversely affect their performance.

This Policy applies to all direct employees, contractors and other relevant interested parties working for or on behalf of the company. Failure to comply with this policy will result in disciplinary proceedings.

This Policy will be reviewed annually as a minimum and through changing needs, industry standards and legislation. This Policy will be communicated to all employees on company induction and will be communicated as part of site inductions to all those working on behalf of Zitrón. Re issue of this Policy will occur when changes have been made and on annual review to all relevant interested parties.

Alcohol testing cut-off levels are those prescribed by the Railway Group Standard RIS-8070-TOM Testing Railway Safety Critical Workers for Drugs and Alcohol to define a positive result. An unfit state through alcohol means more than:

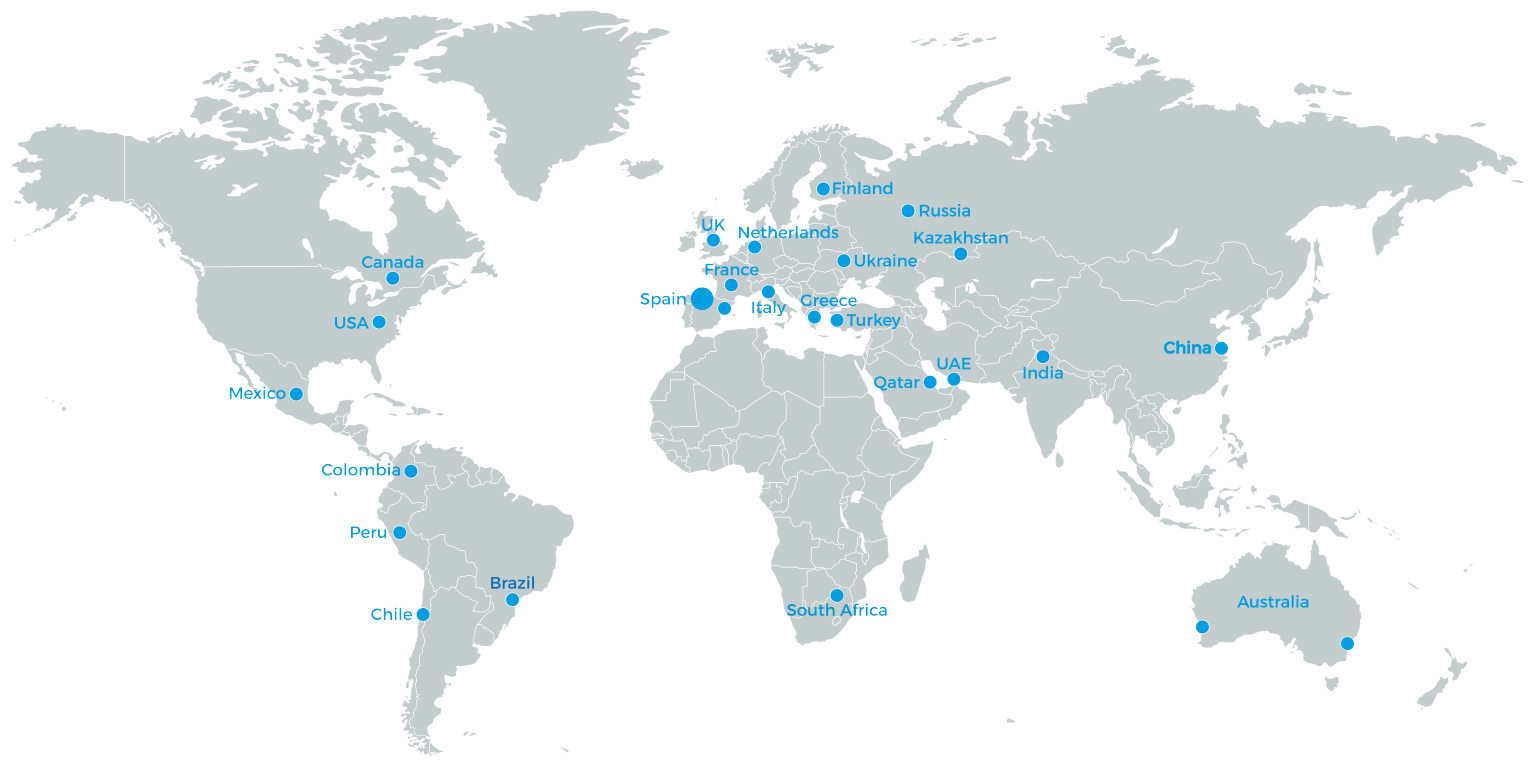
- 29 milligrams of alcohol per 100ml of blood
- 13 micrograms of alcohol per 100ml of breath, or
- 39 milligrams of alcohol per 100ml of urine.

**Policy Owner:** Joaquín Muñiz Cortina

**Date approved:** 7<sup>th</sup> of July 2021

**Last Review Date:** 7<sup>th</sup> of July 2022

**New Review Date:** 7<sup>th</sup> of July 2023



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