



DRUGS AND ALCOHOL POLICY

This Policy applies to all personnel under the company's control, including subcontractors. TSM Ltd shall take all reasonable steps to ensure that all relevant personnel are made aware of this Policy Statement.

Work Instruction W202 Drugs and Alcohol Management defines the process and responsibilities for ensuring compliance with Railway Industry Standard RIS-8070-TOM, S1251 Alcohol and Work, S1257 Drugs and Work, and Network Rail Company Standard NR/L2/OHS/00120 and preventing, so far as is reasonably practicable, offences under the Transport and Works Act 1992. The company has extended this Work Instruction to also apply to non-rail workers.

Control measures include:

- Screening for drugs and alcohol all personnel prior to employment, whether employed to work on Network Rail Managed Infrastructure or otherwise.
- An annual, unannounced, random screening of personnel (a minimum of 20% of sentinel card holders and Safety Critical Staff to be tested over a rolling 12-month period between RISQS Audits).
- Arrangements with a RISQS approved provider for "for cause" screening, which includes post-incident testing.
- "For cause" testing is not limited to rail workers and may be used for any personnel under the company's control.
- Reporting of results to Sentinel for rail workers.
- Review of the Drugs and Alcohol Policy at least annually.

Persons under the company's control shall:

- Not come to work in an unfit state through drugs or alcohol.
- Not consume alcohol at work.
- Not use, possess or supply a drug of abuse at work or on Managed Rail Infrastructure or company premises.
- Not discontinue with an agreed course of treatment for an alcohol and drugs related problem without good reason.
- Undergo testing for drugs and alcohol when requested to do so.

When being prescribed medication, personnel shall notify their doctor of the nature of activities they are engaged in. They shall ensure their Supervisor is immediately notified of any prescribed or "over-the-counter" medication being taken that may affect or impair their safe performance.

TSM Ltd personnel who believe they have drugs and alcohol related problems and pro-actively raise the issue (i.e. not after being involved in an incident or being nominated for a test) shall be provided confidential support. However, other personnel in contravention of this Policy or Work Instruction W202 shall be subject to appropriate disciplinary action.

This policy statement will be briefed to all employees at induction and shall be formally reviewed on an annual basis.

Signed: 

Position: **Managing Director**

Date: **30/10/2025**

Review Date: **30/10/2026**