

Alcohol and Drugs Policy Statement

LN ER is committed to providing a safe, healthy and secure environment to all of our people, and anyone involved in our operations and activities.

We're absolutely committed to the safety of LN ER employees and customers. We will do everything in our power to ensure that individuals who are under the influence of alcohol or non-prescribed drugs or abusing prescribed medication or legal highs are not able to threaten safety.

We have a zero tolerance policy for the use and abuse of drugs, alcohol and any other substance that would compromise safety and affect a person's fitness for duty and concentration. This policy is designed to eliminate the risk of drug, alcohol and substance abuse. It applies to all our people including contractors, sub-contractors, and agency workers. It also includes anyone who is representing us.

This policy is designed to help us comply with the Misuse of Drugs Act 1971 and the Transport and Works Act 1992.

Anyone using a prescribed or "over the counter" medication, which carries any risk of affecting a person's reactions or ability to take decisions or causes drowsiness, must report this to their manager. This statement supports the Drugs and Alcohol Policy and Testing arrangements (SMS 12.1) which applies to all our people.

The Drug and Alcohol and Testing arrangements (SMS12.1) aims to:

- ensure that our people, including contractors, sub-contractors, and agency workers are aware of the Company's position with regard to alcohol and drugs misuse and the procedure for random and "for-cause" testing and the consequences of a positive test;
- provide a policy framework where employees who have an alcohol or drugs related problem can gain access to professional support and assistance. In these cases, employees must seek assistance at the earliest possible opportunity, if declared after their misuse has been uncovered through a screening process this will be deemed as a positive result; and
- provide for disciplinary action to take place against existing employees found guilty of drugs or alcohol offences. Any refusal to undertake alcohol and drugs testing, however selected, shall be treated as a breach of the policy and subject to disciplinary action. Employees who fail drug or alcohol screening at work are likely to be dismissed.

If any employee seeks assistance/help for any drug or alcohol related problem, there are processes in place to support them with counselling and rehabilitation. Reporting a problem must be made at the earliest opportunity and not once a drug and alcohol test has been initiated.

David Horne
Managing Director



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(This policy statement will be reviewed annually)