



## HEGENSCHEIDT-MFD GmbH POLICY STATEMENTS

### DRUGS AND ALCOHOL POLICY

Hegenscheidt MFD is determined to operate in a safe manner. This means we will meet all statutory requirements for Health and Safety at Work. In accordance with the Transport Act and Railtrack's Safety Case requirements we will implement a robust Alcohol and Drugs Policy and Procedure.

We do not accept that any members of staff should present themselves for work while under the influence of alcohol or drugs. Therefore our procedure on alcohol and drugs is mandatory. Persons in breach of our procedures will be dealt with in accordance with the company's disciplinary procedures. Drugs or medicines prescribed by a general practitioner are not exempt from this policy.

It is the responsibility of all line managers to report suspected breaches of this policy. It is the responsibility of all employees to strictly adhere to this policy.

Signed:

A handwritten signature in blue ink, appearing to read 'Julio Nee', is written over a horizontal dotted line. A vertical blue line extends downwards from the end of the signature, resembling a stylized pen nib or a checkmark.

Date: 18.02.2021

Title:

President & CEO