

Drugs & Alcohol Policy Statement

We are committed to providing a safe and secure environment for everyone affected through the delivery and use of our consultancy services. This policy recognises the inherent risks associated with drugs, alcohol, and substance abuse and is designed to protect our people, clients, visitors and members of the public from these risks.

We strictly prohibit the following and anyone found in breach of these requirements will be immediately removed from the workplace:

- being in possession of un-prescribed controlled drugs or substances intended for abuse whilst at work;
- consumption of alcohol, un-prescribed controlled drugs, psychoactive substances or substance abuse at work;
- trade in or supply of alcohol, controlled drugs, psychoactive substances or permitting their presence or use by others at work;
- attending work while over the legally permitted blood or breath alcohol limit defined in Railway Group Standard RIS-8070-TOM;
- attending work having consumed un-prescribed controlled drugs, psychoactive substances or engaged in substance abuse, to the extent that such substances or their metabolites would be present in the body, and would be revealed as a positive result under a drug test; or
- attending work having taken prescribed or over the counter drugs which may have side-effects that affect an individual's ability to work safely, without informing their line manager.

We operate a zero tolerance on the misuse of drugs, substances or alcohol by staff, sub-consultants and contractors, supplemented by the implementation of the following:

- a requirement that all staff members comply with any drugs and alcohol testing regime relevant to the work being undertaken, and
- a requirement that our supply chain partners who are involved with us working on projects for safety-critical environments adopt similar policies and procedures with regards to the misuse of drugs, substances and alcohol.

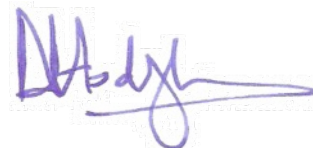
We are however aware that dependence on alcohol, drugs or substances capable of abuse may be an addiction. Staff members who come forward and admit to having a dependency problem (but not after or immediately before testing for alcohol or drugs) will be interviewed and, at the Company's absolute discretion, offered counselling and/or medical support as deemed reasonable and appropriate in the circumstances.

Signed:

A handwritten signature in blue ink, appearing to read 'N Hewson'.

Nigel R Hewson
Director

Date: 05 January 2026

A handwritten signature in blue ink, appearing to read 'A P Hodgkinson'.

Andrew P Hodgkinson
Director