

Drugs and Alcohol Policy

This statement applies to Krause and Hall Ltd in relation to its work on or about the UK Rail network and in work that falls within the Network Rail Managed Infrastructure whether working directly for Network Rail or as a subcontractor.

This statement sets out the Krause and Hall Ltd policy in respect of any employee or contractor employed in rail or rail related activity whose proper performance of his/her duties is or may be impaired as a result of drinking alcohol, taking drugs or abuse of substances. Its aim is to reduce risks to our own and other companies' 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. 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 - It is supported by, and complies with, The Railway & Other Guided Transport Systems Regulations (ROGS) the latest versions of Network Rail Drugs and Alcohol Policy NR/L1/OHS/051 and the Network Rail Standard NR/L2/OHS/00120 Testing for Drugs and Alcohol. 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.

No employee or contractor of an associated company whilst working under Krause and Hall Ltd control or on its behalf shall:

- Report or try to report for duty having just consumed drugs and/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, including prescription and over the counter medication.
- Fail to inform their Manager or Supervisor if they believe they have or may have a drug or alcohol related problem

Krause and Hall Ltd will conduct screening, including the detection of alcohol levels above:

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.

The screening will also be used to detect the use of drugs and/or abuse of other substances. These drugs include, but are not limited to, the following:

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| a. Amphetamines; | e. MDMA (ecstasy); |
| b. Benzodiazepines; | f. Methadone; |
| c. Cannabis; | g. Opiates; and |
| d. Cocaine; | h. Propoxyphene. |

The screening and testing will be undertaken by an approved and competent service provider and apply to the following:

- Existing employees and contractors, including by random selection and unannounced screening.

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- Any person(s) involved in an accident or serious incident.
- If there are grounds to suspect that an employee or contractor is unfit through drugs or alcohol
- Where a report relating to a group of workers or a work location has been divulged and/or where there is evidence of drugs and alcohol consumption found on a worksite
- Where abnormalities of behaviour or appearance prompt managerial intervention.
- By potential employees or contractors.
- As part of a drugs and/or alcohol rehabilitation programme and post treatment monitoring
- At pre-employment medical examinations for posts falling within the Network Rail Sentinel scheme or in relation to the change of sponsorship in relation to that scheme or for posts identified by Krause and Hall Ltd as Safety Critical posts

At all times Krause and Hall Ltd will maintain a chain of custody to protect the integrity of any test result and we will ensure that any drug and alcohol testing is carried out in a way that protects the dignity of the person being tested, and maintains confidentiality in respect of the testing process and any declared medication being taken, which might affect the results of the test.

If an employee is found to have breached the rules or tests positive or refuses to undertake the tests or brings the company into disrepute through their activities in connection with alcohol, drugs or abuse of any other substances they will be subject to disciplinary action, which will almost always lead to dismissal from employment and notification of interested parties e.g. Sentinel which may preclude them from employment in a particular sector in the future.

Krause and Hall Ltd will not use or retain any incidental information about a person's health or lifestyle that may arise from the tests and which is irrelevant to the purpose of this policy.

Krause and Hall Ltd will assist any employee who voluntarily seeks help for problems with alcohol or drugs or abuse of other substances provided that it is sought at the earliest opportunity. This does not apply to the disclosure of a problem prompted by impending screening or following screening being conducted.

Krause and Hall Ltd will seek to educate its employees and contractors of the importance of minimising risks as a result of alcohol, drugs and abuse of other substances.

This rail specific policy supports and is supported by the wider suite of Group-wide Policies currently in place across the entire business.

The Company will review and monitor the effect of this policy and reserves the right to amend it from time to time. This policy will be reviewed annually or when circumstances indicate a change is needed.

A process of random, unannounced Drugs and Alcohol testing will be undertaken on a minimum of 20% of the primary sponsored workforce per year * between each RISQS audit

Managing Director

Krause and Hall Ltd

January 2026