

Drugs & Alcohol Policy Statement

February 2025

GB Railfreight operates a **zero** tolerance approach to any use of drugs and alcohol in the workplace as they import unacceptable risks to the safety of employees, customers, members of the public and other colleagues in the railway industry.

The Company complies with the requirements of the [Transport and Works Act 1992](#) and the Railway Group Standards, which state that it is an offence for railway employees with safety responsibilities (as defined in the Safety Management System) to be impaired by the consumption of alcohol or drugs.

This Policy applies to all staff employed by the Company, any persons working on behalf of the Company, or any persons working on GB Railfreight Controlled Infrastructure.

Any breach of this Policy may result in disciplinary proceedings and could result in a criminal prosecution. The Company operates both 'random' and 'for cause' screening programmes to ensure compliance with the Policy and to test those we suspect may be under the influence of drugs and alcohol whilst at work. The processes for how this testing is arranged and delivered are detailed within the applicable Company Standard which forms part of the overarching SMS.

The Company shall treat the following as a breach of the Policy:

- a) The presence of drugs with no legitimate medical need for their use or the quantity of their use;
- b) The presence of alcohol in a sample of breath or urine that is found to be above the limits specified in the applicable Legislation or Railway Group Standard;
- c) The failure to provide a sample of breath or urine when requested by the Company or recognised Enforcement Authority e.g. the Police.

If anyone is struggling with an alcohol or drug dependency or if you have questions about this Policy, please speak to your Line Manager and/or HR Representative, who will offer guidance and advice about where to obtain relevant help. To be clear, this help must be sought at the earliest opportunity, and it is not acceptable to disclose a problem with alcohol or drugs if a screening is impending or following a screening.

Please be mindful, do not risk your safety, the safety of others or your career. If you are not fit for duty through the consumption of alcohol or drugs then you must not attend work.

Kind Regards



John Smith OBE
Chief Executive Officer | GB Railfreight | February 2025