

AW Rail Services Ltd endeavours to maintain a safe, healthy and productive working environment for all employees, contractors and any other individuals involved in its operation. An employee must remain capable of discharging the duties for which they were employed at all times.

AW Rail Service Ltd believes that its people are its most important asset and that people contribute most effectively to the success of AW Rail Services Ltd and achieves job satisfaction, if they are healthy and happy at work.

The consumption of alcohol and or the possession of or taking of illicit drugs or other substances which may impair an employee's performance is expressly forbidden whilst an employee is discharging their duties under their contract of employment or is on the premises of AW Rail Services Ltd, or those of its clients, contractors or other agents.

By its very nature the railway and associated infrastructure is a dangerous working environment. When it is characterised by electrified track and is often deep underground, the risks are multiplied many times – a moment's lack of concentration or misjudgement could have disastrous consequences. Alcohol and drugs affect the ability to think clearly and make rational decisions when it really matters.

AW Rail Services Ltd have implemented its policy which applies to its own employees, contractors and sub-contractors that work on behalf of AW Rail Services Ltd undertaking any work for Network Rail and identified Clients on Network Rail Managed Infrastructure or transport systems. This policy also maintains compliance to Network Rail Group Standard RIS 8070 and Network Rail Company Standard NR/L1/OHS/051 for the control of Alcohol and drugs.

All employees and sub-contractors working for AW Rail Services Ltd can be subjected to 'Random unannounced' alcohol and drugs testing and 'For cause' testing after any accident, incident or near miss, or if it is considered that any unusual behaviour of the employee or sub-contractor may be as a result of taking drugs or alcohol.

The definitions of alcohol and drugs are contained within the full Alcohol and drugs Policy.