



**C412 – Bond Street Main Works,  
Fit Out, M&E**

**Drug and Alcohol Policy**

**CRL Document Number: C412-SKC-O1-PCY-C125-50001**

**Contract MDL reference C05.001**

**1. Contractor Document Submittal History:**

Revision:	Date:	Prepared by:	Checked by:	Approved by:	Reason for Issue:
1.0	30.01.2014	Mark Farrell	Claire Carr	James Moloney	For Information
		<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	

**2a. Stakeholder Review Required? YES  NO**

Stakeholder submission required: LU  RfL  Purpose of submission: For no objection   
 NR  LO  For information   
 DLR  Other: \_\_\_\_\_

This document has been reviewed by the following individual for coordination, compliance, integration and acceptance and is acceptable for transmission to the above stakeholder for the above stated purpose.

Sign: \_\_\_\_\_ Role: \_\_\_\_\_ Name: \_\_\_\_\_ Date: \_\_\_\_\_

Sign: \_\_\_\_\_ Role: \_\_\_\_\_ Name: \_\_\_\_\_ Date: \_\_\_\_\_

**2b. Review by Stakeholder (if required):**

Stakeholder Organisation	Job Title	Name	Signature	Date	Acceptance
					<input type="checkbox"/>
					<input type="checkbox"/>
					<input type="checkbox"/>

**3. Acceptance by Crossrail:**

	<b>Crossrail Review and Acceptance Decal</b>		
	This decal is to be used for submitted documents requiring acceptance by Crossrail.		
<input type="checkbox"/>	Code 1.	Accepted. Work May Proceed	
<input checked="" type="checkbox"/>	Code 2.	Not Accepted. Revise and resubmit. Work may proceed subject to incorporation of changes indicated	
<input type="checkbox"/>	Code 3.	Not Accepted. Revise and resubmit. Work may not proceed	
<input type="checkbox"/>	Code 4.	Received for information only. Receipt is confirmed	
Reviewed/Accepted by: (signature)	Print Name:	Position:	Date:
<i>[Signature]</i>	MATT HOUSTON	CONSTRUCTION MANAGER	12/02/14

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## COSTAIN SKANSKA JOINT VENTURE

### DRUGS AND ALCOHOL POLICY STATEMENT

The Costain Skanska Joint Venture is committed to maintaining a healthy and productive workplace through the highest standards of safety and employment practice, concern for the environment and the reduction of risk in all its areas of activity.

Costain Skanska Joint Venture recognises that the use of illegal drugs, misuse of legal drugs (including solvents) and the abuse of alcohol can impair job performance at work and can be a serious threat to safety, health, productivity and the environment.

All Costain Skanska Joint Venture staff, sub-contractors, staff and labour agencies, consultants and any of their employees are required to comply with this policy when providing services at Costain Skanska Joint Venture locations or on Costain Skanska Joint Venture business. Costain Skanska Joint Venture will ensure that they are made aware of this policy as part of its induction and communication procedures.

No member of the Costain Skanska Joint Venture staff, work force or subcontractors, labour agencies, consultants and any of their employees shall:

- Report for duty under the influence of alcohol or illegal drugs, or the misuse of legal drugs (including solvents)
- Report for duty in an unfit state due to the use of alcohol and / or illegal drugs, or the misuse of legal drugs (including Solvents).
- Consume alcohol or illegal drugs, or misuse legal drugs (including solvents) whilst on duty.

Costain reserves the right to test 'with cause' if any of the above characteristics are suspected.

In addition Costain Skanska Joint Venture will carry out random drugs and alcohol testing at all projects and offices.

All work activities will be carried out with proper regard for this policy and associated procedures.

All those engaged to work with Costain Skanska Joint Venture on a site with specific client requirements are expected to comply fully with the provisions and working practices on that site including any additional client specific requirements, e.g. Network Rail.

Any worker found in breach of this Policy will be excluded from their place of work and will be liable to disciplinary action, which may ultimately result in dismissal. Any person so excluded may be refused access to any Costain Skanska Joint Venture site/office in the future.

Sign on behalf on the Joint Venture

Date 29.1.14.....

Signed .....