

Alcohol and Drugs Policy

The Company is committed to providing a safe and secure environment for everyone affected by its work activities. It recognises the inherent risks associated with drug, alcohol and solvent abuse and is intent on safeguarding its workplaces and work activities from these risks. This document sets out the Company's policy on alcohol and drugs.

We operate a zero tolerance policy towards anyone who, whilst on our premises, or on business on behalf of the Company, or any work location operating for the purpose of the Company's undertakings, who:

- are in possession of items associated with alcohol, drugs or substance abuse, or
- consume alcohol or drugs or engage in substance abuse, or
- are found to be under the influence of alcohol, drugs or substance abuse, or
- are found trading in items associated with alcohol, drugs or substance abuse, or
- fail to inform their supervisor of any medication they are taking that they know, or ought reasonably to know, might adversely affect their fitness for work.

The Company will carry out unannounced random professional screening for alcohol and drugs and will also conduct specific testing on reasonable suspicion, or following a work related incident. Unannounced random screening will apply to a declared percentage of its workforce at appropriate frequency.

Guidance governing the implementation of this policy is contained within the Company's Management System.

Failure to comply with this policy and the Company's procedures is a serious matter and anyone found to be in breach will be the subject of disciplinary action under the Company's Disciplinary Procedure, which will almost always lead to dismissal from employment.

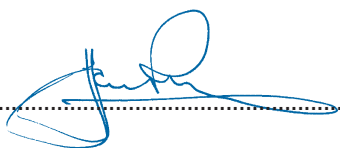
The Company is not looking to discriminate against employees who approach them for help with a drink or drug related problem and who are prepared to undergo an agreed form of treatment. However, approaches of this nature will not be considered acceptable when they have been made subsequent, or just prior to, a Company check that has, or would have, revealed recent consumption of alcohol, drugs or substances of abuse or possession of these.

The policy applies to all direct and sub-contract employees of the Company and anyone else who carries out work on its behalf. It is designed to protect such persons, visitors and members of the public from the workplace hazards associated with alcohol consumption and drug or solvent abuse.

It will be implemented for all UK workplaces and, on the instruction of either the Company or joint venture board as appropriate, on overseas operations.

This policy will be brought to the attention of all those operating within our undertakings and will be reviewed at appropriate intervals.

Signed.....



J Jackson. Group Managing Director

Date: 17 January 2007

