

Eurostar International Limited Drugs and Alcohol Policy Statement

Eurostar International Limited ("EIL") will take all reasonable steps to ensure that employees or contractors are made aware of the contents of this statement, together with the relevant sections of the Transport and Works Act 1992 and the implications therein. Furthermore, as a responsible employer EIL will have in place procedures to prevent, so far as is reasonably practicable, an offence under the Act and a monitoring process to measure the effectiveness of such procedures.

- It is a requirement of EIL that no employee or contractor shall report or endeavour to report for duty
- having just consumed alcohol or under the influence of drugs;
- Report for duty in an unfit state due to the use of alcohol or drugs;
- Be in possession of drugs of abuse in the workplace;
- Consume alcohol or drugs whilst on duty.

EIL will not tolerate any departure from these rules and will take the appropriate disciplinary action in the event of any infringement. This Policy equally applies to staff of Railways operating Services in partnership with EIL when working in the UK. EIL has a policy of assistance with rehabilitation of employees who voluntarily seek help for alcohol or drug related problems. Such employees must, however, seek assistance at the earliest possible opportunity - subsequent discovery or a disclosure prompted by impending screening will not be acceptable.

Systems of "Due Diligence" are in place which are appropriate to the risk, by line managers throughout the company, to ensure employees do not report for, or carry out, work whilst under the influence of alcohol and/or drugs. Contractors are required to demonstrate to EIL that they have such systems of "Due Diligence" in place. Screening shall take place for all EIL staff covering:-

Employment Screening - To detect the use of drugs by both existing and potential employees

Post incident - To detect the use of alcohol and or drugs by any person(s) involved in an incident where there are grounds to suspect that the actions of the person(s) led to the incident

Behaviour Criteria - To detect the use of alcohol and or drugs where abnormalities of behaviour prompt managerial intervention. (A request for screening may be made) Where contractors are to carry out Safety Critical Work, as defined in the Railways (Safety Critical Work) Regulations, or work on high business risk contracts (as defined by the contract specifier), then pre-employment screening for drugs at the contractors expense, must be undertaken prior to contract start.

Contractors shall undertake screening "for cause" as outlined in this Policy at their own expense.

Richard Brown,
Chief Executive, Eurostar
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