

BAM UK & Ireland

Drugs and Alcohol Policy Statement

BAM UK & Ireland is an operating division of Royal BAM Group n.v. and consists of three business segments: BAM Construction, BAM Infrastructure and BAM Ireland.

This policy is applicable to all BAM UK & Ireland activities. Everyone working for or with BAM must take reasonable care for their own safety and wellbeing and that of others who may be affected by them. This includes the impairment that can be caused by the use of drugs and or alcohol. To prevent accidents and achieve a safe working environment while supporting our employees wellbeing we:

- apply this policy across all activities and people, whether employed directly by BAM or not who could have a negative impact on the safety of themselves or others through drug and/or alcohol misuse
- require cooperation in all matters relating to drugs and alcohol and the implementation of this policy and associated processes
- ensure that everyone is aware of and meets division policy, procedure, our client requirements where applicable, and personal responsibility with regard to drugs and alcohol misuse
- implement a process with set minimum levels for random screening including unannounced testing across all areas of the business
- set levels of testing commensurate with the risk, contract and client requirements
- utilise for cause testing where determined by the responsible Director, Health and Safety
- implement a case by case review to determine whether the disciplinary or the employee health support route is followed
- follow disciplinary procedures or provide assistance to employees who have a drugs and/or alcohol related problem as appropriate
- ensure employees on prescription medication understand their responsibilities and provide support to them as appropriate
- adopt a supportive approach to assist employees to recognise and address drug and/or alcohol related issues
- address performance and conduct issues arising from drug and/or alcohol related problems
- set mandatory threshold limits for intoxicants in line with legal and client requirements

This policy is achieved by effective operation of our integrated management systems together with the active leadership, participation, professionalism and

commitment of all personnel. The management systems aim to meet the requirements of the division, our clients and other interested parties.

The Divisional Leadership Team regards the responsibility of management in implementing this policy statement to be fundamental to BAM UK & Ireland Division meeting its standards and commitments.

Executive Directors are responsible for ensuring the implementation of this policy within their area of control.

Our approach provides the framework to set and monitor objectives with key focus on:

Assurance

- setting drugs and alcohol screening programme as appropriate for each area of the division
- monitoring results for effectiveness

Management Systems

- monitoring the effectiveness of the drugs and alcohol management processes
- identifying areas for improvement

People

- promoting and communicating assistance available to employees with drug and/or alcohol health issues
- responding to non compliance in line with our policies and procedures

The COO for UK & Ireland has appointed the HR Directors to ensure awareness of this policy is promoted throughout the Division, the effectiveness is monitored within both the HR and Health & Safety teams and areas for continual improvement identified and implemented as appropriate.

This policy statement has been approved electronically. Proof of approval can be seen upon request

John Wilkinson
Chief Operating Officer
BAM UK and Ireland

