

McGarry Construction endeavours to maintain a safe, healthy and productive working environment for all employees, contractors and any other individuals involved in its operation.

An employee and sub-contractor must remain capable of discharging the duties for which they were employed at all times.

We believe that our employees and sub-contractors are its most important asset and that they contribute most effectively to the success of McGarry Construction and we achieve job satisfaction, if they are healthy and happy at work.

The consumption of alcohol, the possession of, or taking of illicit drugs or other substances which may impair an employee's or sub-contractors performance is expressly forbidden whilst an employee or sub-contractor is discharging their duties under their contract of employment, or is on the premises of McGarry Construction or those of its clients, contractors or other agents.

By its very nature a railway is a dangerous working environment. When it is characterised by electrified track, the risks are multiplied many times – a moment's lack of concentration or misjudgement could have disastrous consequences.

Drugs and alcohol affect the ability to think straight when it really matters.

We will ensure that a minimum of 5% of Sentinel sponsored persons working for the company will be randomly tested to detect drugs or alcohol. Individuals will be informed in writing of a failed test result.

All persons working for the company will be subject to 'for cause' Testing - (Accident and Incident, and/or grounds to suspect that any persons working for the company is unfit through drugs or alcohol) and as a matter of routine to monitor safety and ensure that an offence is not committed. A positive result will lead to instant dismissal and Sentinel being notified immediately.

Refusal to attend a drugs and alcohol test, without valid reason, will be treated as a positive result.

We will ensure that information providing help and support to those with drugs and alcohol problems will be made available.

This policy applies to its own employees, contractors and sub contractors that work on behalf of McGarry Construction, undertaking any work for McGarry Construction on assets of the client or clients transport systems, regardless of whether this property can be or is classified as safety critical works.

This statement will be reviewed annually, (or as and when required) by the Managing Director.

It is briefed and acknowledged by all persons working for the company.