



A joint venture between United Utilities, Costain and MWH

DRUGS AND ALCOHOL POLICY STATEMENT

4D is committed to maintaining a healthy and productive workforce through the highest standards of health, safety, employment practice, concern for the environment and the reduction of risk in all its areas of activity.

4D 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 4D staff, sub-contractors, labour agencies, consultants and any of their employees is required to comply with this policy when providing services at 4D offices, site locations or on 4D business. 4D will ensure that they are made aware of this policy as part of its induction and communication procedures.

No member of 4D staff, subcontractors, labour agencies, consultants and any of their employees shall;

Report for duty, under the influence of alcohol above the legal UK drink drive limit.

Report for duty under the influence of illegal drugs, or the misuse of legal drugs including solvents to which there are no acceptable limits.

Consume alcohol, use illegal drugs, or misuse legal drugs including solvents during the working hours including normal breaks.

4D reserves the right to carry out "for cause" and "post incident" drugs and alcohol testing by an independent testing organisation. Any person failing to comply with a request for or fails a test will be found in breach of this policy and may be excluded from the 4D sites or office.

Any person so excluded may be refused future access to any 4D site/office.

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

The 4D Chief Operating Officer is responsible for ensuring this policy is implemented and applied consistently across all 4D business activities and areas.

A handwritten signature in black ink, appearing to read 'Damian Hackett'. The signature is fluid and cursive.

Damian Hackett
Chief Operating Officer
01 July 2008