

Drugs and Alcohol Statement

Geotechnical Observations Limited (“The Company”) will take reasonable steps to ensure that employees are not working under the influence of drugs and alcohol. The Company also has a duty of care to ensure that its employees are protected from the mistakes of other employees acting under the influence of drugs or alcohol. Geotechnical Observations Ltd takes a pro-active stance to comply with the law and other companies Drugs and Alcohol Policies.

Geotechnical Observations general Drugs and Alcohol policy statement is:

- The Company regards the following as the misuse of drugs and alcohol, and therefore a breach of the company’s drug and alcohol policy:
 - a) All employees and sub-contractors are made aware that to use, possess, consume, store or sell illicit drugs is against the law and will not be tolerated by the company.
 - b) All employees and sub-contractors are not permitted to abuse or sell prescription or non-prescription drugs that could detrimentally affect their work performance.
 - c) All employees and sub-contractors are not permitted to report to work, whilst under the influence of alcohol or to consume alcohol at work.
 - d) All of the above misuses of drugs and alcohol are considered acts of gross-misconduct and shall result in disciplinary action being taken against the individual concerned.
 - e) An employee who declares that they have a drug or alcohol problem prior to being notified for section of a drug and alcohol test.
- Whilst working for the Company it is the employee’s responsibility to declare any prescription or non-prescription drugs that they are taking for any ailments.
- Prior to being allowed to work on certain controlled infrastructure employees may be required to pass a Track Safety Drugs and Alcohol Screen in-order to take a relevant training course.
- The Company has a policy of conducting unannounced random drugs and alcohol testing. At least 5% of its employees whom are qualified to conduct work on-site will be subject to unannounced random tests.
- Should the Company or a client or the police have reasonable grounds to suspect that the behaviour of one of the company’s employee’s has contributed to or is likely to cause an accident or incident, or is likely to compromise the safety of fellow employee’s they shall have to complete a drug and alcohol test (known as ‘For Cause’ testing).
- If an employee is charged by the police with a drug or drink-related offence they must verbally inform their senior manager immediately when they report for work. They must also report details of the offence in a letter to their senior manager.
- Employees are referred to the Company’s Drugs & Alcohol Policy.

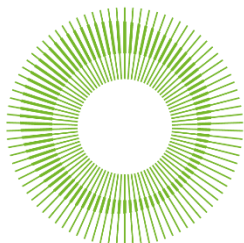
Signed:



(Managing Director)

Date: 24 October 2019

DAS/R17 1019



**Geotechnical
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Trusted Monitoring Solutions

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