

Ice Cleaning Environmental Limited is committed to work in compliance with London Underground Drugs & Alcohol polices and the transport and works act 1992.

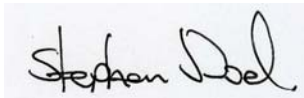
The Policy:

- ◆ All employees are prohibited from consuming alcoholic drinks or illegal drugs at work.
- ◆ All employees are prohibited from being under the influence of alcohol, illegal drugs or other substances that might impair the proper performance of there duties at the work place and that may put others at risk.
- ◆ No person should be in possession of any alcohol or illegal drugs at the work place.
- ◆ Prior to commencing the shift / work it is the duty of the employee to inform his / her supervisor / higher manager of any prescribed medication for the authority to work.

In Compliance:

The client / Principle contractor may at any time take random samples to detect the use of drugs or alcohol. Contravention or not providing a sample on demand will result in removal from the work place and instant termination of employment.

It is EVERYBODYS duty to be aware of others who break the stated policy, and as such MUST inform his / hers supervisor / higher manager.



Steve Noel
Managing Director.
27/01/2008