

# Drug & Alcohol Policy

- The Company has adopted a Drug and Alcohol Policy that prohibits possessing drugs or controlled substances and discourages the consumption of alcohol at sites.
- No individual shall work while under the influence of alcohol, drugs, or controlled substances.
- No individual shall bring onto site or have in his possession for sale any alcohol, drugs or controlled substances.
- Searches for alcohol and drugs may be conducted where, the Company has reasonable grounds to believe alcohol or drugs have been brought onto its premises or the premises of its client. Failure to co-operate will be regarded as serious misconduct.
- Ensure all employees are aware of this policy. In addition, should an employee disregard the laws of the country, he will be subject to investigation or prosecution by the concerned authorities. Owing to alcohol or drug dependency, he will also be subject to summary dismissal even for a first violation.
- Compliance with this policy is a condition of employment.  
The Company recognises Alcohol or Drug dependency as a treatable condition and will encourage employees who believe that they have a dependency to seek medical advice.
- In addition, should an employee apply in confidence to his manager that he requires help in overcoming his dependency.

## The Company shall:

- Offer counselling to the employee and seek advice from medical centers on his behalf.
- Offer assistance to those employees who self-disclose, they have a dependency or addiction to either drugs or alcohol. However, should the dependency be discovered as a result of a disciplinary situation, the individual would be subject to normal disciplinary procedures.



**Stephen R Thomas**  
CEO

Description	Revision Number	Date Issued
Issue 1	2	July 2023