

### Alcohol and drug awareness policy

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The company recognises that alcohol and drugs dependency are disorders of health and behaviour which can interfere with safe and responsible work performance, but which are also amenable to treatment. The recognition and handling of these disorders as they affect performances, is part of the Health & Safety Policy of the Company, and is the duty of all Management to implement the procedures.

The Company differentiates however between medically diagnosed alcoholism and drug addiction, which it recognises as a health problem and social or refreshment drinking. Employees who can control their own choices are treated as responsible persons, able to accept the consequences of their own actions. And they will be disciplined if they are under the influence of alcohol and/or drugs when at work.

Alcohol and drug abuse is defined as :

The consumption of alcohol and/or drugs to the extent that the individuals work performance or normal social behaviour at work is continuously or repeatedly affected.

The main purpose of the Alcohol and Drug Abuse Policy is to ensure that employees engaged in potentially hazardous work do not impair their ability to protect themselves for the general public from hazards as a result of alcohol consumption or drug abuse.

The policy will apply equally to all employees regardless of status or seniority.