

Policy on “Substance Abuse”

The company has adopted a zero-tolerance policy in relation to the presence and use of alcohol, inclusive of any kind of medical liquids, fluids or syrups, which contain alcohol, non-prescribed drugs or other substances that may jeopardize job safety and performance, well-being of employees and the public, the environment as well as the company’s reputation.

Principles

- Any person under the influence of or impaired by the use of alcohol, non-prescribed drugs or other substances, is prohibited from entering any project site or engaging in any company business.
- Anyone who encounters another person, which is obviously under the influence of or impaired by the use of alcohol, non-prescribed drugs or other substances, is obliged to stop the other persons work and inform his / her supervisor (“stop the work”), as the other person is a potential hazard to everyone, inclusive of him / herself.
- It is prohibited for anyone to possess, sell, buy, distribute, store or transport alcohol, non-prescribed drugs or other substances on project sites and company premises.
- The use of prescribed drugs is allowed, provided that these do not interfere with the person’s ability to perform his or her work in a safe and efficient manner.

Testing and Searches

The company reserves the right to conduct unannounced testing, based on the mutual consent, of employees as well as other personnel present on a project site or a company premise from subcontractors, suppliers and visitors.

Employee Assistance

The company recognizes that drug and alcohol dependency is a health problem and is committed to support those who seek help. Those who seek assistance, can rely upon the strictest confidentiality, within the limits of the applicable regulations.



Lars Muck
Project Director