

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.



Project Director