

Policy statement on ORGANISATION's alcohol and drugs prevention policy

The improvement the wellbeing of employees in the performance of their work forms an integral part of ORGANISATION's general policy. An alcohol and drugs prevention policy is included as part of this general policy.

Alcohol and/or drug use at work is one of the factors that negatively impact on the health, safety and wellbeing of the employees and their environment. This can also have major economic consequences with regard to for example productivity and quality of the work, and also risks damaging the ORGANISATION's image.

ORGANISATION requests the cooperation of all responsible employees and anyone else present at the workplace in abiding with the prevention policy regarding work related use of alcohol and drugs. For this reason, ORGANISATION expects its employees and others present at the workplace to handle any recreational use of alcohol and/or drugs in a responsible manner to prevent problematic situations developing either for themselves or for others. Management are also expected to set a good example for their employees and to act appropriately towards employees experiencing problems with alcohol and/or drugs misuse.

Given the ORGANISATION's current situation regarding this subject, the company believes it unnecessary to create rules and regulations regarding work related use of alcohol and/or drugs. ORGANISATION regards existing agreements covering the functioning of employees and management staff offer ample opportunities to act appropriately if and when required.