



## Health & Safety Management System

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### **DRUGS & ALCOHOL POLICY**

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## **DRUGS & ALCOHOL POLICY**

We are committed to providing a safe and healthy work environment for all our employees. In doing so, we recognize that drugs and alcohol can have an impact on our social and working lives.

Therefore ADRI requires that:

- ❖ All employees and sub-contractors performing work for the company must not report to work, or conduct work duties if their performance could be adversely affected by drugs or alcohol
- ❖ All employees and sub-contractors performing work for the company may not manufacture, possess, sell, trade, distribute, dispense, consume and/or offer for sale any illegal drugs or intoxicants (incl. alcohol) at any ADRI provided accommodation, workplace or as per agreement or local law
- ❖ All employees and sub-contractors at worksites are required to be familiar with, and abide by the Drugs and Alcohol Policy, and with any site specific drug and alcohol limits and testing programs and procedures
- ❖ All visitors to our worksites shall be made aware that they are required to adhere to the Drugs and Alcohol Policy as a prerequisite for entry to these sites
- ❖ When alcohol is consumed at a company sponsored meeting or social event, or at a client or provider function, individuals are expected to behave in a responsible manner that will not bring the company into disrepute
- ❖ When travelling on company business, employees and contractors shall ensure that alcohol consumption does not compromise their own health and safety or contravene local regulations and customs
- ❖ Anyone suspected to be working under the influence of alcohol or drugs will be subject to investigation and could lead to disciplinary and or legal action

**These commitments will be achieved by:**

- ❖ Communicating the Company's Drugs & Alcohol policy and objectives to relevant interested parties including its employees, stake holder, clients and customers.
- ❖ Authorizing and signing the Policy by Top Management.

**Talal Tabbakh**  
**General Manager**