

DRUG AND ALCOHOL ABUSE POLICY

Purpose

To ensure that Pro Liquid B.V. personnel and contractors maintain a professional attitude towards alcohol consumption and do not use, possess or sell illicit drugs.

Scope

This document applies to all employees of Pro Liquid B.V. In addition, it applies to personnel contracted by Pro Liquid B.V. to complete work on their behalf.

Policy

- Duty personnel shall not perform any duty whilst under the influence of alcohol or uncontrolled drugs.
- Pro Liquid B.V. practices a **ZERO TOLERANCE** policy
- Duty personnel shall not use, possess, distribute or sell the following when on duty: -
 - Alcoholic beverages
 - Illicit or controlled drugs
 - Drug paraphernalia
- Duty personnel shall endeavour to start duty with a blood alcohol content of **ZERO** and when on duty may be requested to submit, without prior notice, to a random drugs test, or search of person or vehicle by authorized personnel from the Client or Company.

Guidance

- Prior to employment, to STS Superintendent / Supervisor may be required to pass a D & A test
- During employment with Pro Liquid B.V., employees will be randomly tested for alcohol abuse
- Contractors are obliged to conform to the D & A Policies of Pro Liquid B.V.
- In the event of an incident, each key person involved will be tested for D & A

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Managing Director
Gerd Jan van de Pol