



## DRUG & ALCOHOL POLICY

It is the policy of Energy Works Technology (EWT) to ensure effective deterrent to drug and alcohol abuse.

Under this policy:

- EWT acknowledges the importance of **eliminating alcohol and drug abuse to ensure** the safety and efficiency of its operations, therefore compliance forms an integral part of all daily activities.
- Random testing and screening shall be conducted without notice in addition to routine medical examinations on all employees, subcontractors, clients and personnel involved in EWT operations or within EWT facilities during operations. It is expected that through this, a minimum of 50% of all employees, sub-contractors and client personnel would be tested a minimum of once yearly.
- It is understood that an actual impairment or any test finding of impairment shall not in itself mean that EWT has failed to exercise due diligence.
- Under this policy, alcohol impairment shall be defined as a blood - alcohol content of **25mg** of alcohol per 100ml of blood (**BAC 0.025**).
- Search for, and seizure of drugs and alcohol may be conducted on individual employees, clients or contractor personnel and property within designated areas and any event shall be unannounced.
- Violation of this drug and alcohol policy shall be treated as gross misconduct.
- EWT affirms to comply with any imposed drug and alcohol policy and general requirements within clients' facilities.

A handwritten signature in blue ink, appearing to read 'Bluelis', is written over a horizontal dashed line. The signature is stylized and cursive.

Managing Director

Ref: EWT/HSE/POL/006

25/10/2018

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