



ALCOHOL AND SUBSTANCE ABUSE POLICY

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Alcohol and Substance Abuse Policy

Art Welding Petroleum (Pty) Ltd is fully committed to ensuring that all employees, contractors, sub-contractors, suppliers and visitors are aware of the hazards that alcohol and drugs (including prescribed medication) may cause in any work environment. **Art Welding Petroleum (Pty) Ltd** is committed to creating a drug and alcohol-free workplace. To minimize substance abuse **Art Welding Petroleum (Pty) Ltd** shall:

- Forbid the consumption of alcohol or drugs during working hours at any time;
- Forbid the possession and distribution of alcohol, drugs or other illicit substances during working hours;
- Carry out random testing and/or in the event of an accident where a suspicion of drugs/alcohol misuse may arise;
- Carry out random vehicle searches, should the presence of illicit substances be suspected;
- Carry out random testing of persons involved in work that involves high risks;
- Require assurance from all contracts, subcontractors, suppliers and visitors that they adhere to appropriate policies and procedures;
- Drug and Alcohol programme shall be supported by educational material and training conducted;
- Ensure that everyone, at all levels, understands that jeopardizing their own or other people's safety by not respecting this policy, could result in severe disciplinary measures being implemented;
- Ensure all prescription drugs have been prescribed by a licensed physician;
- Ensure while on duty and in the possession or use of prescription drugs or over-the-counter medication that may cause impairment, the individual has notified his supervisor;

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Managing Member