

STAN-DAP-A008

DRUGS AND ALCOHOL POLICY

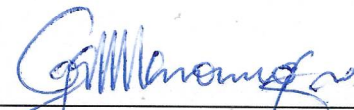
SGS Stanserv will ensure that the workplace is not subject to increased risk of injury through the use of drugs and alcohol as it is a fact that drug and alcohol use can impair employee's ability to perform optimally and safe thereby constituting danger to persons, environments, equipment and productivity. Principles to be adhered to:

- The responsibility on the company extends to having a testing regime in place and it will be involved in continual investment in technology related to drug and alcohol use screening
- SGS will provide alcohol free workplace functions and social events to support healthy lifestyle choices
- SGS Stanserv encourages a healthy lifestyle through preventing the development of alcohol and other drug related problems
- We also offer assistance to employees who need it to overcome problems caused by alcohol or drug misuse
- It is prohibited to be found in possession of or use, distribute and sale drugs and alcohol on company premises or while engaged in company business.
- This is also applicable for all other forms of substance abuse, use of inhalants included
- Anyone found positive from the screening is in violation of this policy and is liable to dismissal from company premises.
- Testing would be carried out in a fair and non-discriminatory manner.

In conclusion, it is mandatory for contractors, sub-contractors, visitors and clients to comply totally with this policy as we would abide also by relevant policies in instances where we act as contractors



Z.J. Chitsa
Chief Operating Officer



C. Marongere
SHE Representative