

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 one's ability to perform optimally and safely 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 Stanserv encourages a healthy lifestyle through preventing the development of alcohol and other drug related problems
- Offering assistance to employees who need to overcome problems caused by alcohol or drug misuse
- It is prohibited to be found in possession of or use, distribute and sell drugs and alcohol on company premises or while engaged in company business or outside work premises.
- This is also applicable for all other forms of substance abuse, use of inhalants included.
- This policy extends to the use of strong substances and drinks which contain alcohol e.g. cough syrups and kambucha.
- 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



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SHE Representative