



ALCOHOL AND DRUGS POLICY STATEMENT

Delattre Bezons Nigeria Limited (DBN) is committed to providing a safe and secure environment for all its employees and for those that are affected by its operations and activities.

DBN has a **ZERO TOLERANCE** for drugs and alcohol abuse.

All employees engaged in normal work activity or on scheduled/agreed duty cover either at home or elsewhere are subject to the Policy in full for the duration of the periods of duty.

All employees, suppliers, subcontractors and visitors should observe the following;

- ✓ Employees must not present themselves for work under the influence of alcohol or drugs so that their performance or ability to carry out their activities at work safely and competently is not impaired in any way.
- ✓ Consumption of alcohol or drugs during normal working hours or at any time on DBN premises is prohibited. The normal working hours includes all periods of work such as shift work, overtime and extra duty or time between split duties. Any period of agreed standby or emergency call out duty shall be considered to be part of the normal working hours and the terms of this Policy relating to working under the influence of alcohol or drugs will therefore fully apply.
- ✓ Employees are prohibited from operating any plant, machinery, equipment or driving vehicles whilst under the influence of drugs or alcohol.
- ✓ In the instance that prescribed medication could potentially affect the ability of the employee to perform their normal work duties safely; the employee must notify their immediate supervisor so that corrective control strategies can be implemented. Failure to advise may constitute the violation of this policy.
- ✓ When representing DBN outside normal working hours, employees are expected to take a responsible attitude to alcohol and drugs. Employees should bear in mind that they are representing DBN and must not do anything to jeopardise its reputation.
- ✓ Any visitor or other members of the general public, who is visiting DBN premises or site for business reasons or other purposes shall be required to comply with this Policy and should be asked to leave the premises or site if their behaviour indicates that they may be under the influence of alcohol or drugs.

Misuse of drugs and abuse of alcohol by staff and operatives on our premises will negatively affect our business, reduce our health, safety and environmental standards and undermine public and customer confidence in our ability to undertake projects.

In the interest of enforcing this policy, DBN implements random drugs and alcohol screening. The company reserves the right to remove any person from site should they be found to be, or suspected of being, under the influence of drugs or alcohol. Any person suspected may be required to undertake a drugs and alcohol test in accordance with DBN procedures. Any failure to adhere to this policy may result in disciplinary action leading to dismissal.

A handwritten signature in blue ink, appearing to read 'K. BELKAID', is written over a horizontal dashed line.

Karim BELKAID
Managing Director
January, 2024