

DRUGS & ALCOHOL POLICY STATEMENT

As a company, we operate a strict policy of **no alcohol** and **no drugs** in the workplace.

To assist in the safe performance of our duties, it is Company the policy to maintain a strict "zero tolerance" policy on the sale and use of drugs, and alcohol within its premises.

No alcohol or drugs will be tolerated on site. Anyone who presents themselves for work under, or apparently under the influence of drugs or alcohol will be refused entry to the workplace. If it is evident that a person is suffering from the effects of alcohol or drug misuse in the workplace this will be considered gross misconduct and may be punishable by immediate dismissal.

For their own safety, that of their workmates and members of the public any member of staff believing that another is under the influence of drugs or alcohol should report this to their direct manager immediately.

Drugs supplied by a medical practitioner or chemist may still affect safety performance and the employee's direct manager must be informed of that circumstance.

Altheim, 18th of January 2018

Dr. Erich Wiesner

CEO Wiehag Holding GmbH, WIEHAG GmbH and Director Wiehag UK LTD