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POLICY ON ALCOHOL AND DRUGS

(Section 4 of original document)

The consumption of and possession without permission of any intoxicating substance, excluding prescription medication and then only when certified by a medical practitioner, is prohibited by the provision of this policy

No employee with a Blood Alcohol Concentration above 0.00% shall be allowed to commence or continue with his /her work.

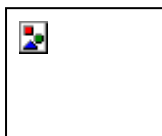
No employee shall be allowed to driver a HD DRILLING CONTRACTORS CC Vehicle, operate any machinery, maintain/repair vehicles and or machinery or perform any duty after the consumption of any intoxicating substances.

No drugs shall be allowed on the premises of HD DRILLING CONTRACTORS CC . The only exception is where the medicines were supplied to the employee on prescription by a registered medical practitioner and are taken in accordance with the prescription.

HD DRILLING CONTRACTORS CC shall only allow employees taking such medicines to perform duties at the workplace if the side-effects of such medicines do not constitute a threat to the health and safety of the employee concerned or other persons at such workplace.

Any employee found to be under the influence of alcohol or drugs may not enter or remain on the premises of HD DRILLING CONTRACTORS CC and shall be liable for disciplinary action.

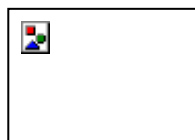
Approved: February 2018



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