

Alcohol and Drugs Policy

In compliance with applicable legislations and regulations, DEBAJ Industrial Services W.L.L. is committed to provide an environment free of alcohol and illicit drugs across its offices/site locations/staff and labour accommodations. Alcohol and narcotic substance of any kind is not permitted inside any *DEBAJ* facility. The policy is not concerned with social drinking or the taking of prescribed drugs for medical purposes; the concern is directed to instances where alcohol or other drug dependence or abuse affects the job performance and/or safety of any employee(s).

The abuse of alcohol and/or illicit use of drugs impair the performance of the user and can seriously threaten health, safety, environment and productivity. It is therefore, vital that all employees recognize and understand this threat.

The following actions shall be preclude the debilitating effects of misuse of alcohol or drugs:

- No one will be allowed to enter any of the *DEBAJ*'s premises (offices/site locations/employee accommodations etc.) under the influence of alcohol or drugs.
- All employees shall be strictly prohibited from performing any work in offices, sites and/or drive vehicles under the influence of alcohol or drugs.
- The possession, use, distribution and/or sale of alcohol or illicit drugs in any premises of *DEBAJ* offices, work areas, employee accommodations or vehicles shall not be tolerated.
- Drivers will be randomly screened for alcohol and drug use and all personnel shall be subjected to screening whenever unauthorized or illicit use of alcohol or drugs is observed or suspected.
- To the extent allowed by law, the Company shall have unannounced search of offices, work areas and vehicles to ensure this policy is being enforced and to verify compliance.
- Non-compliance with this policy will lead to disciplinary action up to dismissal and deportation to the country of origin besides recovery of damages, if any.

Signed: 

Name: **S. Saimani**
Chief Executive Officer (CEO)

Date: 10/10/2024

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