

Alcohol and Drugs Policy

The Company operates as an Alcohol and Drug Free Workplace. This means that the Company prohibits the use or possession at any of its premises, worksites, or jobsites, any of the following:

- Alcoholic Beverages
- Narcotics including marijuana
- Illegal Drugs
- Drug Paraphernalia

No employee shall report to work, or work, under the influence of any intoxicant or drug (including prescription drugs) that will adversely affect their performance or the safety of others.

Employees at work and suspected to be under the influence of an intoxicating substance, involved in an accident, or injured, may be requested to provide a breath, blood, or urine sample for testing.

Employees shall observe the legal requirements of the UAE at all times and any drug or alcohol related incident, whether within working hours or in the employees own time, may result in instant dismissal.

Signed:



TALAL ALI DAA'IR AL YAFEI
Group Managing Director

