



## DRUGS AND ALCOHOL POLICY

The use of drugs and alcohol at work is a serious threat to health and safety and impairs performance.

To eliminate these risks and to maintain a healthy and productive workplace, Still Earth Construction (SEC) will ensure that the following rules are applied:

- It is strictly prohibited to be under the influence of drugs and alcohol while on duty in any SEC location.
- The illicit use of medications or substitutes, possession, distribution or sale of illegal drugs is strictly prohibited.
- The use of medically prescribed drug which may cause or contribute to a temporary impairment of safe work practice shall be made known to the relevant medical department and resulting fitness for work will be subject to medical decision.

To support this policy, several actions are implemented:

- Any employee presenting alcohol dependence or signs of drug addiction identified during medical examinations will be subject to a specific medical follow up which may lead to declaring the person unfit for work.
- Any person identified as being under the influence of alcohol or drugs and consequently who may cause any kind of damage, is immediately removed from work.
- When applicable legislation is not a barrier and when the concerned person's condition may expose personnel and assets to a hazard, testing can be carried out.

SEC recognizes alcoholism and drug dependency as a disease. Where appropriate and on the formal request of the concerned person, SEC may assist individuals in dealing with these problems.

This policy applies to all employees, contractors, and subcontractors.

A handwritten signature in black ink, appearing to read 'Oyindamola Lami Adeyemi', is written over a horizontal line.

OYINDAMOLA LAMI ADEYEMI

EXECUTIVE CHAIRPERSON  
STILL EARTH CONSTRUCTION  
1<sup>st</sup> JANUARY 2024