

Drugs and Alcohol Policy Statement

Eurotech Benelux and their affiliated companies are committed to maintaining a healthy and productive workplace through the highest standards of safety and employment practice, concern for the environment and the reduction of risk in all its areas of activity.

Eurotech Benelux recognizes that the use of illegal drugs, misuse of legal drugs (including solvents) and the abuse of alcohol can impair job performance at work and can be a serious threat to safety, health, productivity and the environment.

All Eurotech Benelux employees, members of labour agencies, employees of subcontractors, consultants and any of their employees are required to comply with this policy when providing services at Eurotech Benelux locations. Eurotech Benelux will ensure that they are made aware of this policy.

No employees of Eurotech Benelux, members of labour agencies, employees of subcontractors, consultants and any of their employees shall:

- Report for duty under the influence of alcohol or illegal drugs, or the misuse of legal drugs (including solvents).
- Report for duty in an unfit state due to the use of alcohol and/or illegal drugs, or the misuse of legal drugs (including solvents).
- Consume alcohol and/or illegal drugs, or misuse of legal drugs (including solvents) whilst on duty.

Eurotech Benelux reserves the right to test 'with cause' if any of the above characteristics are suspected.

All work activities will be carried out with proper regard for this policy and associated procedures. Any employee of Eurotech Benelux, members of labour agencies, employees of subcontractors, consultants and any of their employees found in breach of this policy will be excluded from their place of work and will be liable to disciplinary action.