



DRUGS & ALCOHOL POLICY

HGBV-DA-PO-01

Rev 00

The management of Havengas B.V. Botlek Rotterdam is committed to providing a healthy, productive and safe work place.

- The company recognize that Alcohol and Drug abuse can have adverse effects upon an individual's ability to perform their duties safely, effectively and as a consequence can endanger themselves, their fellow workers and the public.
- Havengas B.V. Botlek Rotterdam requires that all employees comply with the Alcohol and Drug Policy.
- Havengas B.V. Botlek Rotterdam shall not report to work or enter places of work if under influences of Alcohol and/or Drugs.
- Havengas B.V. Botlek Rotterdam shall not allow to their employee to perform any task whilst under the influence of Alcohol and/or Drugs.
- Havengas B.V. Botlek Rotterdam employees shall not possess, use or consume, distribute or sell Alcohol or illicit unprescribed drugs or misuse of prescribed medications while performing work for Havengas B.V. Botlek Rotterdam.
- Havengas B.V. Botlek Rotterdam will make every effort to provide assistance and rehabilitation to employees who have Alcohol and/or Drugs dependency in the form of reference to medical assistance or counselling if required.
- Havengas B.V. Botlek Rotterdam require that its consultant, contractors, subcontractors and their employees comply with this policy.
- Failure to comply may result in the termination of employment or contract with Havengas B.V. Botlek Rotterdam.



TERMINAL MANAGER