

In accordance to ATCO Health, Safety and Environment Policy requires that the performance of its employees on the project to be unimpaired by alcohol and/or drugs. Alcohol and many drugs act as a 'depressant', This does not mean it makes someone feel depressed, but that it slows down their reactions and responses and lowers their level of awareness. Alcohol also impairs their ability to make judgment and make the correct decisions.

The ATCO Policy is to make sure that all employees and workplaces are drug / alcohol free, any abuse will be met with disciplinary measures that will lead to termination.

All employees including contractor and sub-contractor must arrive at work in a sober condition, and shall follow:

- It is forbidden to bring or consume alcohol or drugs (other than those prescribed by a registered medical practitioner who does not inhibit performance) onto site. Any person found bringing or consuming alcohol or prohibited drugs on site will be immediately removed from site and will not be permitted to work.
- In pursuance of this requirement ATCO will undertake to test any individual whose signs and/or symptoms give cause to suspect impairment by drugs or alcohol and any individual involved in onsite vehicle accidents maybe required to undergo an alcohol/drug test by specialists for the task.
- Any person tested positive for alcohol/drugs will be removed from site and further action may be taken against them. Testing will be undertaken by an independent TPI that specializes in alcohol and drugs testing and will be to the highest professional standard.



For And On Behalf of ATCO



*Ramidh*  
 Ramidh Oglah Shadhan  
 Chief Executive Officer

Feb-20-2014

**AL-TARAWEQ Co.**  
 for general contractor, Ltd