

DRUG & ALCOHOL POLICY

AHAVA Energy Services Limited is committed to giving full priority to Health, Safety, and Environment wherever it operates. Since the use of alcohol and drug can impair performance at work and a threat to the safety and health of all people including employees, suppliers, contractors and other personnel, it is the policy of AHAVA Energy Services Limited to ensure that all of its operations is clear from alcohol and drug. This covers usage, manufacture, sale, purchase, and distribution of alcohol and drug at work.

To achieve all these, the employees, suppliers, contractors and other personnel of AHAVA Energy Services Limited shall observe all the following important conditions:

- ❑ Employees, suppliers, contractors and other personnel who have alcohol and/or drug dependence should seek professional advice and appropriate treatment and/or rehabilitation.

- ❑ Being at work whilst impaired by alcohol and/or drug shall be strictly prohibited.
- ❑ The illicit use, possession, distribution, or sale of alcohol and/or drug within Company Work-Site or Premise shall be strictly prohibited.
- ❑ The company may, at any time, conduct unannounced searches for alcohol and drug on its work-Site or Premises.
- ❑ The company, at any time, reserves the right to request employees, suppliers, contractors and other personnel at its Work-Site or Premise to undergo alcohol and/or drug test.
- ❑ All employees, suppliers, and contractors are responsible to ensure that their employees observe this policy.