

# SUBSTANCE ABUSE POLICY

MAN-GEN-0000-PHI-0007

Dietsmann is fully committed to ensure that all employees are fully aware of the hazards that alcohol and drugs may cause in work environments.

Dietsmann has zero tolerance for violations of this policy is committed to:

- Absolutely forbidding the consumption of drugs or alcohol on working sites at any time;
- Expressly forbidding the possession or distribution of alcohol, drugs or other illicit substances on working sites;
- Providing employees who voluntarily disclose their substance abuse problems with opportunities for rehabilitation, where adequate facilities are available and where it is feasible to do so;
- Requiring individuals who state that they possess or consume illicit substances on medical grounds to present a relevant medical prescription on demand;
- Raising employees' awareness on substance abuse issues and the consequences for violating this Policy;
- Systematically carrying out tests in case of accident when there is a suspicion of drugs and/or alcohol consumption;
- Carrying out search of vehicles should the presence of illicit substances be suspected;
- Carrying out systematic testing of persons involved in risky work (such as driving vehicles, handling hazardous products, operating a forklift, offshore and onshore activities, working at height, operating rotating machinery), if alcohol or drug consumption is suspected;
- Communicating our commitment to this policy to our employees, contractors, and visitors and engaging their support for creating and maintaining a work environment that is free of substance abuse;
- Ensuring that everyone, at every level within the Company, understands that jeopardizing their own or other peoples' safety by not respecting this policy could result in severe disciplinary measures.

This policy applies to all workers, visitors and subcontractors on company owned or controlled premises.



**Peter Kütemann**  
*Founder & President*  
January 2020