

## **DRUG & ALCOHOL POLICY**

MSP CAT is committed to operate alcohol and drug free working environment and to ensure at all times that personnel working at its locations are never under the influence of drugs or alcohol.

**To this effect, MSP CAT is committed to enforce the following rules which must be fully accepted and adhered to by all personnel, visitors and contractors:**

- Alcohol and illicit drugs are not permitted in MSP CAT;
- Any person found under the influence of alcohol or illicit drugs (through behaviour, and or showing test results exceeding the permissible limits) shall be asked to leave the premises;
- Any MSP CAT personnel not complying with the above rules shall be submitted to disciplinary procedures;
- Any (sub) contractor or other personnel working in MSP CAT's premises shall be formally requested to comply with these rules and any such personnel contravening these rules shall be asked to leave immediately;
- In order to verify compliance with above rules, MSP CAT shall organize random testing of its own personnel whether or not there is suspicion of use of alcohol or illicit drugs;
- Non MSP CAT personnel, i.e. visitors or contractors, will be asked to take an alcohol breath test on a voluntary basis. Should they fail an alcohol breath test, or are found to be in possession of alcohol or illicit drugs; they will be asked to leave the premises. A letter will be forwarded to their employer explaining the reason for the actions taken. This letter will confirm that the person was removed due to non-compliance with this Policy;
- Should an Incident or Near Miss Incident occur, where illicit drug or alcohol use could have been a contributing factor, or is suspected, any involved person(s) will submit to, depending on the suspicion, either an alcohol breath test, or give urine samples for analysis by a MSP CAT approved Doctor (where drug abuse is suspected). Should the suspicion be confirmed, such individual(s) shall be submitted to disciplinary procedures;

Responsibility and authority for the implementation of this Policy is hereby assigned to the Head of HSE who will be directly responsible to the CEO.



Ng Chong Ted  
CEO, MSP CAT