

## **C.A.T. Group Substance Abuse Policy**

It is C.A.T. Group's policy that all employees' regardless of rank and position that are working for C.A.T. Group under any form of employment or contracting / consulting agreement, including those of sub-contractors shall have the responsibility to be fit and ready to carry out their work duties without risk of their performance being impaired or their competence reduced by any form or type of substance abuse.

The use or possession of alcohol or any other illegal substance is strictly forbidden in worksites, company premises, offices, and accommodations, and employees who violate this policy will be subject to appropriate disciplinary action including termination of their employment.

### **Monitoring the policy:**

Regular random inspections of living rooms at workers' accommodation and checking of luggage at the entrance gates will be maintained as part of the company's security measures. All staff will be expected to cooperate with the security personnel while performing their duties to ensure compliance with this policy.

In addition to regular random inspections, testing can be performed based on one or several of the following criteria:

### **Special circumstances:**

Inspections and/or testing can be carried out after receiving information from reliable sources regarding possession of alcohol or any other illegal substance. It is important that caution and discretion be shown in such circumstances.

### **Behavior:**

A certain type of behavior at the workplace can cause suspicion about drug and alcohol use. Such behavior can be expressed through unusual behavior, troubled balance, unusual manner of speaking, obvious change of personality, smell/ sight of alcohol / drugs.


### **Incidents:**

Certain incidents/events can raise suspicions regarding an individual's fitness to perform his or her duties. Testing with cause can be carried out independent of the incidents having caused damage or not.

### **Testing about serious accidents:**

Testing can be performed because it is required by one or more of the following: police investigators, internal company, or the senior management of the company, Area HSSE or legal department, to help clear company of suspicion.

**Christopher Bush**



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**Chief Executive Officer**