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## Drugs and alcohol policy

**FairWind is a drug-free workplace. The purpose of this policy is to ensure the safety of personnel and to promote an efficient work environment. This policy applies to all employees, contractors, and temporary workers or those representing FairWind, hereinafter called personnel. Substances covered by this policy include alcohol and illegal drugs.**

### Responsibility and Company Rules

It is the goal of FairWind to provide a safe workplace by eliminating hazards to health and job safety created by alcohol and other drug abuse.

In accordance with laws and regulations, random alcohol and drug tests may be carried out at any time. Testing may include urine, saliva, blood, or breathalyzer tests. Before testing, you will have the chance to explain the use of any drugs. We are obliged by law to keep test results confidential. Violation of this policy will be considered a breach of the contract of employment and the company will, without establishing an additional deadline, terminate the contract with immediate effect.

The company will demand a test, when you infringe health and safety, by:

- Performing ordered tasks and/or driving a vehicle under the influence of alcohol or drugs.
- Performing ordered tasks in a manner that threatens your life or health, or that of other persons.

### Field of Application

- You must follow these rules while you are on company premises, and while you conduct company business.
- The rules apply at any location you conduct company business, including driving a company vehicle or your own vehicle.
- You may not use, possess, or be under the influence of alcohol on company premises.
- You may not use, possess, or be under the influence of illegal drugs on company premises.
- You may not sell, buy, transfer, or distribute any drugs on company premises. The company will report such actions to the authorities.

### Prescription Drugs

- You may use prescription drugs if they do not generally affect your ability to work safely.
- You must follow directions, including dosage limits and usage cautions.
- You must keep these drugs in their original containers.

The company may consult with a doctor to determine if a prescription drug may create a risk if you use it on the job. The company may ask you to stop activities or restrict you from performing ordered services while you are using a prescription drug that creates such a risk. This policy and the drugs and alcohol procedure is available upon request.

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