

ATLAS INEXCO

Drug and Alcohol Statement

To all employees employed within Atlas Inexco.

The illegal use of drugs and the abuse of alcohol are problems that invade the workplace, endangering the health and safety of the abusers and those who work around them. This company is committed to creating and maintaining, a workplace free of substance abuse, without jeopardizing valued employees' job security.

To address this problem, our company has developed a policy regarding the illegal use of drugs and the abuse of alcohol, which we believe best serves the interests of all employees. Our policy formally and clearly states that the illegal use of drugs or abuse of alcohol or prescription drugs will not be tolerated.

As a means of maintaining our policy, a zero tolerance approach will be implemented.

This policy was designed with two basic objectives in mind: (1) employees deserve a work environment, which is free from the effects of illegal drug use, or alcohol abuse and the problems associated with such, and (2) this company has a responsibility to maintain a healthy and safe workplace.

In order to provide a safe and healthy workplace, Atlas Inexco will provide any assistance, where an employee feels he or she has a problem personally, or with regards to a fellow colleague, relating to drug or alcohol. Employees are encouraged to reduce the risk of health and safety issues, by timely administering the problem. Advice and information will be given, where help can be found to address the problem and this will be treated with the utmost confidentiality.

Any employee whose conduct violates this company's policy will be disciplined up to and including termination. Reference is made to your contract of employment.

Atlas Inexco believes it is important, that we all work together to make this company a drug-free workplace and a safe, rewarding place to work.

Tom van der Kaay
Director

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