



PRESKO POLICY ON ALCOHOL AND DRUGS

Presco Plc recognizes the importance of creating and maintaining an alcohol, substance abuse and drug free work environment and also recognizes the danger to the individual and others.

Therefore, Presco is committed to implementing a zero-tolerance policy to the use of drugs and alcohol in the workplace. Highlight of this policy includes:

- All individuals working at Presco Plc are expected to report fit for duty and perform assigned duties safely and acceptably without any limitations resulting from the use or after-effects of alcohol, illicit drugs, non-prescription drugs, or prescribed medications or any other substance.
- Anyone who consumes drug or alcohol during the work hours or anyone who arrives at work under the influence of alcohol or drugs will be subject to disciplinary action and including termination of employment. A random drug and alcohol test shall be conducted on employees without notification.
- The Company strictly prohibits the unlawful manufacture, sale, purchase and possession of drugs or alcohol within company premises. To this end, the Company reserves the right to conduct searches for drugs or alcohol within Company facility. Any drugs or alcohol found as a result of such a search will be confiscated and individual involved will be subjected to disciplinary action, which may include termination of contract of employment.
- Smoking of tobacco is only permitted at designated areas within the premises.
- Presco recognizes that a certain percentage of any population may develop the disease of chemical dependence. Employees who voluntarily request assistance in dealing with such issues will be treated with respect and such information will be treated in confidence.
- The coordination and implementation of the alcohol and drugs policy will be supervised by the HSE, medical and Security departments.
- This policy will be reviewed periodically and revised as necessary in the light of changing conditions and the findings of surveys/studies conducted.



Felix Nwabuko

Managing Director

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