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RUBBER ESTATES NIGERIA LIMITED



DRUG AND ALCOHOL POLICY STATEMENT

The purpose of this policy is to ensure that the workplace of Rubber Estates Nigeria Limited is free from the influence and abuse of illegal drugs and narcotics, alcohol, and other unlawful substances, as expressed in our Health, Safety and Environment (HSE) Policy. Employees are expected to be compliant to this policy, be fit for duty and capable of performing their assigned responsibilities in a safe and productive manner. Workers' dependents and all other people living in the company premises, as well as visitors, are also expected to comply with this drug and alcohol policy.

Rubber Estates Nigeria Limited:

- Prohibits the use, sale, transfer, purchase or possession of illegal substances on Company premises or while conducting Company business;
- Prohibits the illegal use, sale, transfer, purchase or possession of controlled substances on Company premises or while conducting Company business;
- Prohibits employees from reporting to work under the influence of alcohol or drug;
- Requires workers' dependents and other people living in or visiting the Company premises to strictly abide by this drug and alcohol policy;
- Will continually conduct awareness programs for employees and all other interested parties, on the Company policy, and the risks and consequences of the use of alcohol and drugs;
- Reserves the right, where permitted by law, to assure compliance, to test for the use of alcohol, drugs or other chemical substances both legally controlled and illegal;
- May conduct unannounced searches in the workplace/residence if there is a reason to suspect a violation of this policy statement;
- Encourages the workers and all other interested to use the Whistleblowing Reporting System, under the responsibility of the Company's Ethics Committee, to report any situation that does not conform to this policy. The Company is committed to protecting the identity of all Whistleblowers, as well as the source of all information obtained.

OLIVIER ODOUKOU
Managing Director

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SUBSIDIARY OF

