



## Substance Abuse Policy Statement

KENSON Group of Companies is committed to ensuring a healthy and safe working environment and as a result has adopted a zero tolerance approach with respect to the uncontrolled use and abuse of substances (illegal and narcotic) that could have an adverse impact on the health and safety of its employees and operations.

We strongly believe that the abuse of alcohol, tobacco, and use of illicit drugs can be detrimental to the health, safety and wellbeing of our employees and it increases the potential for accidents, absenteeism and substandard performance which can also result in damage to the company's reputation.

*For the purpose of this Policy:*

- ❖ Drugs are defined as: Any illegal chemical that affects the human body or mind when it is swallowed, breathed in, or consumed in another way.
- ❖ Alcohol is defined as: A drink that contains alcohol (ethanol), a depressant which in low doses causes euphoria, reduced anxiety, and sociability and in higher doses causes intoxication (drunkenness) stupor and unconsciousness.

In our effort to meet our commitment we shall:

- Implement a Substance Abuse Programme that subjects employees to random drug and alcohol screening.
- Require pre-employment drug testing of applicants, and drug and alcohol testing of employees for reasonable suspicion/cause, post-accidents situations, rehabilitation follow up and to verify return-to duty eligibility post rehabilitation.
- Ensure that all employees are aware of the requirement of this policy and the Substance Abuse Programme.
- Provide the necessary training to employees to raise their awareness of substance abuse issues and the consequences for violation of this Policy.
- Provide employees who voluntarily disclose their substance abuse with the necessary support and opportunity for rehabilitation.
- Communicate our commitment to this Policy to our employees and engage their support for creating and maintaining a workplace that is free of substance abuse.

In addition to the applied sanctions with the KENSON group of Companies, employees could also face legal implications as identified under the legislations of the Trinidad & Tobago Parliament.

This policy statement will be reviewed and revised as necessary.

A handwritten signature in blue ink, appearing to read "Blair Ferguson", is written over a horizontal line.

**Blair Ferguson**  
**Chief Executive Officer**  
**Kenson Group of Companies**

14<sup>th</sup> Nov, 2021  
Date