

## Substance Abuse Policy

To promote and ensure a safe, healthy and productive workforce, it is Optimarin's policy that no personnel, whether employed or under contract, shall be abusing drugs and/or alcohol.

In order to mitigate against employing personnel with drugs and/or alcohol problems, this issue will be rigorously screened for during the recruitment process, through in-depth interviews and thorough vetting of references.

Any use of drugs and/or alcohol within working hours will be immediately reported to the management for further action.

Any personnel found to have a drugs and/or alcohol problem will be offered a rehabilitation programme.

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