

Drugs and Alcohol Policy

- Document: Drugs and Alcohol policy
- Approved: 2023-11-08
- Version: 1.0
- Approved By: Board of Directors
- Responsibility: CHRO
- Publication: Devyser's website

Table of Content

Drugs and Alcohol Policy	1
1. Objective	3
2. Scope.....	3
3. Applicable Laws and Regulations.....	3
4. General Principals Regarding Drugs and Alcohol.....	3
4.1 Violations against the Policy	3
4.2 Alcohol Use in the Workplace: Exceptions and Procedures	3
5. Definitions.....	3

1. Objective

Devyser's Drug and Alcohol Policy is the cornerstone of employee safety and compliance with Devyser's substance use guidelines. It outlines rules for employees, specifying permitted and prohibited drug and alcohol use, along with associated consequences for policy violations. Devyser has set clear definitions and restrictions on workplace substance use to ensure safety and compliance. This policy is aligned with Devyser's Code of Conduct, emphasising the company's commitment to responsible and safe practices.

2. Scope

The Drug and Alcohol Policy applies to all Devyser's employees worldwide, as well as temporary personnel, board members, consultants and others acting and/or working on its behalf. Managers are responsible for making the Drugs and Alcohol Policy known in their teams, and for promoting and monitoring compliance with this policy. The CHRO is responsible for administration, revision and interpretation of the Drugs and Alcohol Policy.

3. Applicable Laws and Regulations

Devyser's employees worldwide, as well as temporary personnel, board members, consultants and others acting and/ or working on its behalf must act according to International and national laws and regulations on drugs and alcohol.

4. General Principles Regarding Drugs and Alcohol

- Unauthorized use or misuse of illegal drugs or alcohol in the workplace is not acceptable.
- If you suspect that an employee is under the influence of alcohol or drugs at work, report it to the manager or their supervisor immediately.

4.1 Violations against the Policy

- Violations of this policy may result in gross misconduct and could lead to summary dismissal.
- Employees found violating this policy may be subject to Devyser's Substance Abuse Program, which includes drug testing and appropriate actions.
- Other serious consequences may include disciplinary actions, up to and including termination of employment, and in certain cases, criminal penalties.

4.2 Alcohol Use in the Workplace: Exceptions and Procedures

- This policy does not apply to alcohol when authorisation has been obtained for a work-related function or social event.
- All participants are expected to consume alcohol responsibly and exhibit appropriate behaviour to avoid violating the company's disciplinary procedures.
- The policy will be reinstated once the individual resumes their work responsibilities, specifically the day following a work-related event.

5. Definitions

Drug abuse - Drug abuse involves using a substance inappropriately, having it without proper authorisation, or engaging in the illegal production, distribution or trade of controlled substances.