



## DRUG AND ALCOHOL POLICY

Geofizyka Toruń is committed to creating safe and healthy place of effective work. Using alcohol or intoxicants or other psychotropic substances for purposes other than medical (further related to as "drugs") can have negative influence on safety, ability to perform work correctly and on the Company's activity. Therefore, the following rules are stated:

- It is prohibited to come to work while being in after-alcohol drinking or after drug-taking state;
- The consumption of alcohol during work, carrying alcohol into the Company's premises, sale, serving and consumption of alcoholic drinks on the Company's premises or places of employees' mass catering or for Company's use without the approval and supervision of management are prohibited;
- The use of intoxicants or other psychotropic substances for purposes other than medical during work, carrying drugs into Company's premises, sale, serving and use of drugs on the Company's premises or places of employees' mass catering are prohibited;
- Employees, (sub) contractors' workers and visitors who use medication that may impair their psycho-physical condition, should ask for medical advice and notify their direct superior in order to established proper risk control measures to assure safety at work;
- It is prohibited to hide cases of breaking the above rules by co-workers. Every employee is obliged to immediately inform his superior about the noticed unsafe behaviour;
- Person in charge of employees is obliged to stop an employee from performing his/her duties when there is a reasonable suspicion that the employee came to work in after-alcohol drinking or after drug-taking state or used prohibited substances while working. In such case, upon the request by employee or a person authorised by the Employer, the test of employees sobriety is conducted;
- Alcohol and drug tests as well as post incident tests to employees that took in the incident, are to be performed according to binding law regulations and with respect to local culture and customs in case of working abroad;
- There are taken preventive and awareness actions concerning hazards connected with using the above-mentioned substances, including training for employees. Employees who suspect themselves of being addicted to alcohol, intoxicating or psychotropic substances are encouraged to seek advice and to start treatment before this condition could cause problems with correct execution of employee's duties. An employee who reports the addiction problem has guaranteed the right to confidentiality;
- Company does not bear any responsibility towards an employee who contributed to causing an incident, should the employee be in after-alcohol drinking or after drug-taking state at the time of the incident;
- Regarding employees who do not observe rules of the policy, disciplinary measures will be applied, up to the work contract termination without notice due to employee's fault. Regarding employees performing their work duties within the scope of field operations, especially using machines, devices or driving vehicles in after-alcohol drinking or after drug-taking state, the "zero tolerance" rule will be used. After-alcohol drinking state or after drug-taking state are understood according to Polish law or other requirements, should defined limits in latter be lower.

All employees are responsible for implementation of this Policy. Company Board of Directors and managers are responsible for enforcing all employees' adherence to the rules established in the Policy.



Piotr Antonik  
President, CEO

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