

## **LIQUOR & DRUGS POLICY**

**The Directors, management and employees of Portland (Pty) Ltd are mutually committed to promote and enforce a working environment free of Liquor and drugs for all those employed or affected by our operations.**

***The company will:***

1. Encourage and facilitate all employees to develop a culture free of the influence of liquor and drugs in the workplace and at home by carrying random testing with the workplace.
2. Comply with all relevant and future Health and safety legislation including the requirements of General safety Regulation A of the Occupational health and Safety Act and take any additional measures considered necessary to control liquor and drug abuse.
3. Brief all employees as to the inherent dangers of liquor and drug abuse.
4. Identify the impact from liquor and drug abuse at the time of the annual medical screening exercise and where reasonably practicable strive to reduce or eliminate these risks or any foreseeable risks which have the potential to cause personal injury, illness, losses, damage to assets and the environment with reference or as a result of liquor and drug abuse.
5. Measure by means of a formal evaluation system the extent to which the Policy's objectives and targets have been achieved.
6. Continually review the Company's performance against international standards and guidelines.
7. Assist all employees to obtain counselling where they request help with liquor and drug abuse problems.

**Nico Heyns**  
**Managing Director**  
**Portland Group**