

## **USE OF ALCOHOL AND DRUGS POLICY**

SOFRESID ENGINEERING obliges itself to guarantee a healthy and safe work environment and is conscious that alcohol and drugs could have detrimental effects to health and safety of each person and of his/her colleagues.

Employees must be in a physical and mental condition that allows them to accomplish their duty efficiently and safely and to maintain an appropriate behavior.

In application of these preliminary statements :

- Use, possession, distribution or sale of drugs is severely forbidden.
- Working under alcohol and drugs effect in all places where SOFRESID ENGINEERING operates is forbidden.
- Alcohol consumption on site work is forbidden, except with authorization of the branch office manager.
- Use of every kind of medicine prescribed with a therapeutic purpose that could prejudice or contribute to prejudice the safe execution of each one task, must be given forth to the relevant safety and health functions.

To support this policy, several actions are implemented :

- Any person on a work site who is identified as being under the influence of alcohol or drugs and consequently who may cause any kind of damage, is immediately removed from work. He/she is invited to meet the medical staff for a medical check-up.
- SOFRESID ENGINEERING, in accordance and within the laws and local regulations, could decide every time considered necessary to pre-emptively carry out individual alcoholic and toxicological tests. Tests will be carried out with a particular attention to individual dignity and the relevant results will be treated respecting to individual privacy.
- Considering drugs and alcohol abuses, a pathology, a rehabilitation programme will be offered to employees identified as addicted to these substances.

This policy applies to all SOFRESID ENGINEERING employees. On our projects, it also applies to our contractors and subcontractors, who must comply for their own employees.

Montigny-le-Bretonneux, le 15/05/2014

*Francis ARMENGAUD*  
Chief Executive Officer

A handwritten signature in black ink, appearing to read "Francis ARMENGAUD", is written over the printed name and title.