

Date: 1<sup>st</sup> January 2023

أمجد  
للمقاولات



amjaad  
contracting

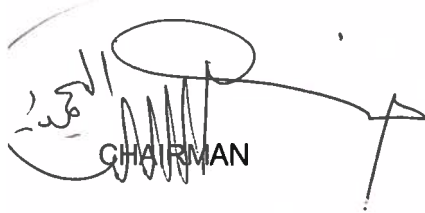
## Alcohol & Drug Abuse Policy

Amjaad Engineering & Contracting CO. LLC, believes that it is the employee's responsibilities to be fit for work. It is strictly prohibited for employees to be impaired by alcohol, illicit, prescription or over the counter drugs, whilst at work. It will be regarded as a serious misconduct and disciplinary action will be taken.

It is Amjaad Engineering & Contracting CO. LLC policy to:

- Prohibit the use of alcohol during working hours.
- Prohibit the use, consumption, distribution of alcohol or illicit drugs at any of Amjaad Engineering & Contracting CO. LLC work locations.
- Require that individuals check with Amjaad Engineering & Contracting CO. LLC HSE Department to identify any potential side effect that could result from the use of prescribed drugs or medication. It is the individual's responsibilities to inform their supervisor.
- Amjaad Engineering & Contracting CO. LLC will test individuals for alcohol and drugs abuse at their discretion (Typical circumstances include but are not limited to, abnormal behavior, reliable information or after an incident).
- Take immediate disciplinary action following any misconduct whilst being impaired by alcohol or drugs, this can include instant dismissal.
- It is the policy of Amjaad Engineering & Contracting CO. LLC to commit the resources necessary to achieve and maintain a drug-free and alcohol-free environment.
- Amjaad Engineering & Contracting CO. LLC expects the full support of this policy by all employees and all persons doing business with the company.

Amjaad Engineering & Contracting CO. LLC will apply this policy to all subcontractors.

  
CHAIRMAN



Amjaad Engineering and Contracting LLC

أمجد للهندسة و المقاولات ش م م

ص.ب. ١٦٥٢، الرمز البريدي ١٣٣ الخوير، سلطنة عمان هاتف: ٩٩-٩٩-٣٨٩-٢٤٩٦٨ + رقم البطاقة الضريبية: ٨١٣٩٨١٨  
PO Box 1652, PC 133 Al Khuwair, Muscat, Oman T: +968 24 903 890-99 E: info@amjaad.com Tax #: 8139818  
C.R. No.: 1036032

أمجد للمقاولات  
www.amjaad.com