

LIQUOR & DRUGS POLICY

The management and employees of Portland Holdings (Pty) Ltd are 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 all employees to develop and facilitate the development of a culture free from the influence of liquor and drugs in the workplace and at home by carrying out random testing within the workplace
2. Comply with all relevant and future Health & Safety Legislation including the requirements of General Safety Regulation A of the Occupational Health & 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 to 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

PG POL-09 REV:00
DATE: FEBRUARY 2019

