

SUBSTANCE ABUSE POLICY

The GVK-Siya Zama Building Contractors Holdings (Pty) Ltd (Group) recognizes the importance of safeguarding and promoting the Health and Safety of its employees, contractors' employees and members of the public who may be affected by our work. The effective management of drug and alcohol (substance) abuse is an integral part of this.

It is the policy of GVK-Siya Zama Building Contractors Holdings (Pty) Ltd (Group):

To comply with all current legislation, in particular the Occupational Health and Safety Act (No. 85 of 1993) and relevant regulations.

Not to knowingly permit any employee of the GVK-Siya Zama Building Contractors Holdings (Pty) Ltd (Group), its consultants and trade contractors, or anyone engaged directly or indirectly in our operations to work under the influence of alcohol or drugs, nor to report for duty or consume alcohol or drugs whilst on duty.

To conduct random substance usage monitoring at our sites and premises in accordance with the alcohol testing procedure.

To take suitable action, including disciplinary measures against anyone found in breach of this Policy.

Not to employ anyone, directly or indirectly, who has been dismissed by any GVK-Siya Zama Building Contractors Holdings (Pty) Ltd (Group) company for drug and/or alcohol related offences.

To endeavour to identify employees with possible alcohol and/or drug problems.

To provide a positive approach to those employees seeking help or guidance to overcome alcohol and/or drug related problems.

All employees are made aware that it is prohibited to report to duty if under the influence of intoxicating liquor or drugs as per General Safety Regulations 2A.



E. Meyburgh
Group CEO

10.01.2017
Date