

Alcohol and Drug Safety Policy

We want a high safety standard and as a hazardous industrial site we have an extra responsibility towards our employees, partners and society in general. Our work must be performed in an environment where our ability to act under no circumstances is weakened.

Any use of alcohol or drugs during working hours and at the workplace is prohibited. Coming to work under the influence of alcohol or drugs, is also prohibited.

IN CONNECTION WITH TIME AT HOME ON DUTY

When needed at work it is expected that the employee can abide by standard law and within a reasonable period attend to work without being influenced by alcohol or drugs.

TEST WHEN REASONABLE SUSPICION

On suspicion of alcohol or other intoxicating substances, the employee can be asked to do a breath and blood test.

Breathalyser is held at the office of Jutlandia Terminal A/S by the counter in the cupboard with office supplies. Multi drug test which can be performed by saliva test or urine sample is also located at this place.

TEST AS CONTROL MEASURE

As control measure, employees at Jutlandia Terminal and A/S J. Lauritzen's Eftf. can from May 2019 expect to be asked to participate in random tests. This to support operation and promote a safe working environment, as well as ensuring compliance with internal as well as external policies and procedures.

Testing as a control measure can be performed by an external company and / or single person; Approved test method is selected by the concerned company designated to perform the test.

Blood testing can be used as an offer to the employee if there is an experience that the alcohol test can be false-positive. However, it may take some time before the final answer is available. Blood test is performed at Sydvestjysk Sygehus and must always be performed on a voluntary basis, where the employee and the management representative sign before blood testing. Expenses for medical fees and analysis are of course paid by the company.

POSITIVE TEST

Breach of the alcohol and drug policy, a positive test, will have employment law consequences, such as reprimand, warning, discharging or dismissal.

See table below concerning alcohol

Blod alcohol level	First time	Second time
below 0,5	Written warning and risk of discharging depending on the task you dispute	Dismissal
Over 0,5	Dismissal	Not relevant

If the employee, regardless of whether he / she is randomly selected or selected on the basis of reasoned suspicion, does not want to participate, this will be equated with a positive test, above 0.5.

ALCOHOL OR SUBSTANCE ABUSE PROBLEMS

If an employee admits alcohol or substance abuse problems, the company is after a concrete assessment prepared to enter into agreement for the completion of treatment.

STORAGE OF TEST RESULTS

Test results will be kept confidential, under the individual employee's personnel case. The test results are deleted in accordance with the company's general policy. If the employee breaks contract he must expect consequences.

EXCEPTION

The alcohol policy can be deviated from on festive occasions, with acceptance from the management.

