

DRUG AND ALCOHOL PREVENTION POLICY

MJ Industrial Energy is committed to maintaining a safe, healthy and productive working environment free from the improper use of psychoactive substances. The misuse of illicit drugs and the consumption of alcohol can adversely affect the performance, safety, corporate reputation and health of personnel, particularly in the petroleum and gas services sector, where operational risk is high.

1. Purpose

To establish clear guidelines for preventing, identifying and addressing situations involving the use of illicit drugs or alcohol by personnel, third parties, operational partners and visitors while carrying out activities related to **MJ Industrial Energy**.

2. Scope

This policy applies in full to:

- All personnel of **MJ Industrial Energy**, regardless of employment relationship or role.
- Service providers, suppliers and subcontractors.
- Visitors and partners present in the organisation's operational or administrative areas.

3. Principles and guidelines

- Zero tolerance applies to the use, possession, distribution or sale of illicit drugs or alcoholic beverages during working hours or on the organisation's premises.
- No person may report for work under the influence of drugs or alcohol, even where consumption took place outside working hours.
- Moderate and controlled consumption of alcoholic beverages will be permitted only at authorised social events and outside operational areas.
- Personnel taking controlled medication must notify the Human Resources Department or their immediate supervisor in advance, particularly where the medication may affect performance or cause drowsiness.



4. Testing and monitoring

- The organisation may conduct drug and alcohol tests on a random, periodic or justified basis, in accordance with applicable labour legislation and subject to informed consent.
- Testing may also be carried out following incidents, workplace accidents or where there are reasonable indications of use.
- Unjustified refusal to take a test may result in disciplinary measures, including dismissal for just cause, subject to applicable legislation.

5. Disciplinary measures

A breach of this policy may result in the following measures, depending on the seriousness of the situation and applicable legislation:

- Formal warning.
- Disciplinary suspension.
- Termination of the employment or service contract for just cause, where applicable.
- Notification to the competent authorities, where necessary.

6. Support for personnel

- **MJ Industrial Energy** is committed, where possible, to referring personnel experiencing substance-dependence issues for medical or psychological support.
- Recurrence after therapeutic support may result in sanctions proportionate to the seriousness of the situation and consistent with applicable legislation.

7. Communication and responsibilities

- All personnel must be familiar with this policy and act in accordance with it.
- Managers must ensure that the policy is implemented and report breaches to the Human Resources Department or HSE. HSE stands for Health, Safety and Environment.
- This policy will form an integral part of the induction process for new personnel and suppliers.



8. Policy update

This policy will be reviewed periodically and may be amended in response to changes in legislation, contractual requirements imposed by clients or changes in the organisational environment.

Cabinda, 7 September 2026

General Director



Operations Director



