

# Stenger & Ibsen Construction - Alcohol and Drug Policy

Preventing the abuse of alcohol and drugs\* concerns us all and means that we have a shared responsibility to achieve good health and a safe and secure work environment. Alcohol and drug abuse is a disease and must also be treated.

## Objective

It is Stenger & Ibsen's intention to create a safe and drug free working environment wherever we perform our work. We work preventively with measures to prevent drug use and carry out regular controls. If drug use is suspected, we act immediately. Employees with drug related problems must also dare to seek support and help.

## Scope

This alcohol and drug policy is valid for all Stenger & Ibsen work sites and offices in all countries where we have ongoing project/operations.

## Rules/Code

No one may be under the influence of alcohol or drugs at work. An affected or hungover person can pose a risk to himself and his colleagues and must be dismissed from the workplace immediately. It is always the employer's responsibility to offer professional help and rehabilitation to people with an alcohol and drug related problem.

## Follow-up

To ensure compliance with our policy, information about this policy and Stenger & Ibsen's general approach to alcohol and drugs is always distributed to employees, subcontractors, and all other people involved in Stenger & Ibsen's projects/operations. Alcohol and drug tests are also carried out regularly in all our projects/operations.

## Responsibility

Company management and site managers are responsible for ensuring that our policy is known and adhered to. All employees within Stenger & Ibsen, subcontractors or other people involved in our projects/operations have a responsibility to follow our policy and to react and report if someone shows signs of the usage of drugs, addiction, or hangover. Suspicious alcohol or drug usage or persons that might be under the influence of alcohol/drugs must always be reported to nearest Stenger & Ibsen supervisor immediately.

**We react and act because we care!**

The 11th of August 2023  
Balling, Denmark



Jens Bak Ibsen, CEO  
Stenger & Ibsen Construction

*\*Drugs mean, in addition to alcohol and narcotics, also prescription drugs without a doctor's prescription and anabolic steroids*