



DRUGS AND ALCOHOL POLICY
iPS Holding B.V. and/or its affiliated companies

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ALCOHOL, DRUGS AND OTHER FORBIDDEN SUBSTANCES

The use, possession, concealment, transportation, sale, production and supply or offer to supply of alcohol, drugs and/or other forbidden substances during the employment period, included the travel to and from the location, is strictly prohibited. If for any reason the employee is suspected of being in possession of the aforesaid substances, iPS and its principals, reserve the right to thoroughly search the employee's personal possessions and/or work place for proof of possession of these substances.

NARCOTIC OR PERFORMANCE ENHANCING SUBSTANCES

iPS' employees who, for whatever reason, are following a course of prescription drugs with possible narcotic effects must inform iPS and its principals immediately. iPS advises its employees to carry with them at all times, during the travel and work period, an English language description/certificate pertaining to the prescription drugs.

Drugs that do not have narcotic effects, respective all other substances that may have enhancing properties (meaning any physical or mental effects), must be reported to iPS and its principals immediately when the employee suspects, or ought to suspect, that these substances may be deemed forbidden at the work location.

DRUGS TEST

iPS and its principals retain the right to carry out (drugs) tests on its employees for the above-mentioned substances. If iPS or its principals suspects an employee of consuming any forbidden substances, or the employee acts in a dysfunctional way, iPS and its principals reserve the right to demand that the employee submits himself/herself to undergo a (drugs) test. The majority of iPS' principals has a policy of conducting, with or without cause, unannounced/random (drugs) tests on employees and reserves the right to carry out these tests either onshore or offshore and at the work place.

Employees must be aware, accept and respect the principal's policy in this respect. Furthermore, the employee considers the principals policy as incorporated in this policy. It is mandatory for all employees to make themselves available, when requested, for (drugs) tests. Refusal to comply with this policy could lead to the employee being refused access to or removal from the work place and to dismissal. The resulting costs incurred will be charged to the (ex) employee.

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