

## **ALCOHOL POLICY STATEMENT**

As a responsible employer, **Welding Solution Team Limited** is committed to maintaining a safe and healthy work environment for all employees. We recognize that alcohol abuse can have a negative impact on workplace safety, productivity, and employee well-being. Therefore, it is our policy to prohibit the use, possession, sale, or distribution of alcohol on company premises or during company activities, except where specifically authorized by management.

All employees are expected to adhere to this policy, and violations will not be tolerated. Employees who violate this policy will be subject to disciplinary action, which may include termination of employment or other appropriate actions.

We understand that alcohol abuse is a serious illness, and we are committed to providing education and support to help employees make informed decisions about their health and well-being. We encourage employees who may be struggling with alcohol addiction to seek help, and we will provide information and resources to assist them in getting the help they need.

To ensure compliance with this policy, **Welding Solution Team Limited** reserves the right to conduct alcohol testing of employees. Testing may be conducted at random or for cause, and will be done in accordance with applicable laws and regulations. Employees who refuse to submit to alcohol testing or who test positive for alcohol will be subject to disciplinary action.

In addition, **Welding Solution Team Limited** will provide resources and support to employees who may be affected by alcohol abuse, including access to Employee Assistance Programs (EAP) and other support services.

**This policy statement applies to all employees and other personnel engaged in Welding Solution Team operations**

Signed: 

Date: 01.02.2025

Alexandru Dursina

Managing Director

*On behalf of Welding Solution Team Ltd.*