

## ***DRUGS POLICY STATEMENT***

**Welding Solution Team Limited** is committed to maintaining a safe and healthy work environment for all employees. The use of drugs and controlled substances poses a serious threat to the well-being of our employees and the success of our business. Therefore, it is our policy to prohibit the use, possession, sale, or distribution of illegal drugs or controlled substances on company premises or during company activities.

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.

To ensure compliance with this policy, **Welding Solution Team Limited** reserves the right to conduct drug 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 drug testing or who test positive for illegal drugs or controlled substances will be subject to disciplinary action.

We recognize that drug addiction 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 drug addiction to seek help, and we will provide information and resources to assist them in getting the help they need.

This policy statement applies to all employees of **Welding Solution Team Limited**, including full-time, part-time, and temporary employees. It is the responsibility of all employees to adhere to this policy and to report any violations to their supervisor or the Human Resources department.

**Note:** *Welding Solution Team Limited appreciates that many people who consume illegal substances would like to quit the habit yet may not be aware of the organisations to which they can turn for help, support and advice. Likewise, many others may be the family or friends of users who would equally welcome such assistance. It is therefore considered appropriate to give details of these organisations. All will treat your enquiry as confidential, and if they are not able to assist you directly will be able to refer you to someone who can.*

**The National Drugs Helpline (Operate a 24-hour helpline) Telephone: 0800-776600**

From time to time all of us suffer ailments for which legally prescribed or available drugs are required, either to rectify the ailment itself or to relieve the symptoms suffered. Whilst in many cases the ailment will be temporary, in others it will be longer-term. Just as with illegal substances, the drugs we take legally will have some form of side effect. It is of importance that, where this side effect is likely to affect your performance in any way, you are to notify Welding Solution Team.

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

Signed:



Date: 02.02.2025

Alexandru Dursina

Managing Director

*On behalf of Welding Solution Team Ltd.*