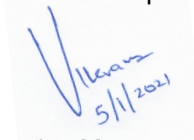


Drugs & Alcohol Policy

Hasoon United has a zero tolerance towards both drugs and alcohol. Kuwait is a dry country where consumption of alcohol and drugs is forbidden. It's responsibility of all employees to read, understand and adhere to this policy and it's the duty of company management to implement this policy and discuss issues with employees from time to time.

- Zero tolerance to alcohol and illegal drugs in the workplace.
- Recognizing and understanding of the effects illegal drugs and alcohol can have in the workplace.
- Providing necessary information to employees in order to effectively manage monitoring of drug and alcohol abuse.
- If you are adjudged to be under the influence of drugs or alcohol, you will be immediately removed from work.
- The company managers should ensure, all employees are in a fit condition to perform the tasks assigned them.
- Appropriate disciplinary measures will be taken if any member of staff violates this policy.

Regards,
Vikram Chopra



Executive Manager