



Technivac
CATALYST HANDLING SPECIALISTS

DRUG, ALCOHOL AND SUBSTANCE ABUSE POLICY

Technivac, with its vision to being a leading Oil & Gas and Petrochemical Catalyst Services provider fully subscribes to the importance of promoting a working environment that is free from drug, alcohol and substance abuse with the aim of creating and maintaining a safe and healthy working environment for everyone.

Technivac's drug, alcohol and substance abuse policy is based on the following principles:

To provide a workplace free from drug, alcohol and substance abuse for Technivac employees and its contractors and thereby promote a safe and healthy work environment to ensure the highest quality service to Technivac's clients

To protect Technivac's assets and reputation with its clients, shareholders and the general public;

To comply with laws, regulations and contractual obligations on drug, alcohol and substance abuse; and

To discipline employees and contractors found abusing non-prescribed drugs and alcohol.

Signed:

A Hixon

Managing Director, Technivac Ltd

January 2016