

Design Engineering Services Limited

“Problem Solvers”

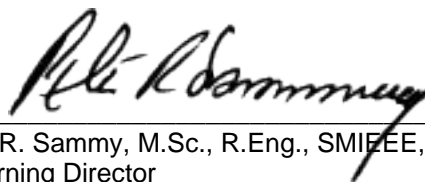
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SUBSTANCE ABUSE POLICY

Design Engineering Services Limited does not allow or condone the use of illegal substances or the abuse of legal drugs and alcohol by its employees or sub-contractors or any one working for or on behalf of the company. The company has a zero tolerance policy with respect to this matter. The major aims of this policy are as follows:

- i) To minimize/eliminate the abuse and dependence on Alcohol and/or Drugs amongst employees.
- ii) To enhance employee well-being, safety, health and productivity both in the workplace and in the wider community.
- iii) To comply with the Laws of Trinidad and Tobago.



Peter R. Sammy, M.Sc., R.Eng., SMIEEE, MAPETT, ANETA, PSFPE,
Governing Director