# SUBSTANCE ABUSE POLICY STATEMENT

RAMPS Logistics Limited is committed to maintaining a safe and productive work environment at all locations and worksites. To further this goal, the company adopts this policy for a drug and alcohol-free work environment.

Compliance with this policy is a condition of employment, as the company will not assume any risk created by the presence of drugs, alcohol and controlled substances in the workplace.

Contractor and Client Companies are required to have in place a similar policy of commitment to a drug and alcohol-free workplace.

1. The use, sale, transfer or possession of illicit drugs or controlled substances without prescription on Company property or work sites is strictly prohibited. This Provision applies to all employees on Company-paid travel time and while conducting Company business on someone else's property.

2. The use, sale, transfer or possession of alcohol on any company property or work site is strictly prohibited. This prohibition and that contained in item 1 above apply to Company vehicles, as well as private vehicles on Company property or work sites.

3. Any employee being at work under the influence of alcohol, drugs or controlled substances is strictly prohibited. No employees will be permitted to remain at work when performance is affected by alcohol, drugs or controlled substances.

4. Where appropriate and permitted by law, testing will be utilized to determine the presence of alcohol, drugs or controlled substances. This includes Pre-Employment, Random, "For Cause" and Post Incident Testing.

5. The Company reserves the right to conduct searches or inspections of an employee and his/her personal belongings for cause or as part of a general inspection as a means of enforcing the provisions of this Policy. Such searches or inspection may include but may not be limited to, for example, employee's personal effects, lockers, desks, lunch boxes, purses, brief-cases and private vehicles located on Company premises or work sites.

6. Any visitor or employee of a contractor found in violation of this Policy will be refused entry to or removed from Company premises.

7. Violation of this Policy may result in disciplinary action up to and including discharge.

8. Any and all exception(s) to this policy must be approved by the Ramps Logistics Chief Executive Officer or Executive Chairman in writing and in advance of any such exception(s) being taken.

RAMNARINE RAMPERSAD
EXECUTIVE CHAIRMAN

8th July 2022
DATE:

SHAUN RAMPERSAD
CHIEF EXECUTIVE OFFICER

8th July 2022
DATE: