



**EURO-MED LABORATORIES PHIL., INC.**

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Highway, Brgy. Bucal Sampaloc 2,  
City of Dasmarinas, Cavite

**DRUG-FREE WORKPLACE POLICY**

In compliance with the provisions of Republic Act No. 9165 (Comprehensive Dangerous Drugs Act of 2002) and its implementing rules and regulations, the Company hereby declares and implements this drug abuse policy.

**Objective:**

1. Provide information and education to all employees on the adverse effects of dangerous drugs and drug abuse
2. Perform its Corporate Social Responsibility by eradicating the use of illegal drugs by employees within or outside the workplace

**Scope:** This policy and program shall apply to all employees regardless of employment status.

**POLICY STATEMENT**

The Company acknowledges the problem of drug abuse in Philippine Society. Substance abuse is a serious threat to our employees, their families, customers and the community at large. It also poses a risk to our operations and quality of our products. The Company is addressing this problem by introducing a drug abuse policy, procedure and program to ensure the company will have a drug-free workplace.

Drug abuse has harmful effects on the physical and mental well-being of an employee and results in poor health and unacceptable work performance. Drug abuse has no place in the workplace and is inconsistent with the Company's policies, practices and management philosophy. The Company is engaged in manufacturing of intravenous fluids and requires employees with a sound mind and body. Drug abuse is very much a concern of the Company to ensure that the quality of its products is not compromised.

In keeping with the Company's commitment of having and maintaining a drug-free workplace, its policy is to employ a work force free from use of dangerous drugs, either on or off the job. It is therefore, company policy that an employee found with the presence of dangerous drugs in his/her system, in possession of, using, selling, trading, or offering for sale dangerous drugs during working hours or Company sponsored activities or on Company premises, vehicles and the like, may be subjected to disciplinary action or termination.

**PROMOTION OF A DRUG-FREE WORKPLACE**

To promote awareness and education on the adverse effects of abuse and/or misuse of dangerous drugs on the person, workplace, family and the community, information on the said topic shall be posted in conspicuous places in the workplace. The Company shall also conduct orientations on drug abuse prevention, treatment and rehabilitation for the benefit of all employees.

**A. Pre-employment Drug Abuse Screening**

All job applicants must undergo a medical screening prior to hiring which includes drug testing.

**B. Current Employee Drug Abuse Screening**

The Company shall maintain screening practices to identify employees who use dangerous drugs, either on or off the job. All employees are required to undergo a random drug test to be administered by a Department of Health (DOH) accredited drug-testing center.

Drug testing shall consist of both the screening test and the confirmatory test. The employee concerned must be informed of the test results whether positive or negative.

**Dangerous Drug Related Offenses**

For officers and employees who are diagnosed with drug dependence for the first time, the company's Health and Safety Committee headed by Dr. Evangeline B. Baviera (EVP-Plant Operations) shall assess and determine whether or not the officer or employee would need referral for treatment and/or rehabilitation in a Department of Health (DOH) accredited center.

Employees who refuse to undergo drug testing or treatment and rehabilitation without reasonable cause may be suspended or terminated.


Following rehabilitation, the committee, in consultation with the head of the rehabilitation center, shall evaluate the status of the drug dependent employee and recommend to the employer the resumption of the employee's job if he/she poses no serious danger to his/her co-employees and/or the workplace.

Repeated drug use even after ample opportunity for treatment and rehabilitation may cause termination from work.


Drug pushing, possession and use of dangerous drugs in the workplace

An officer or employee, who uses, possesses, distributes, sells or attempts to sell, tolerates, or transfer dangerous drugs in the workplace, whether on duty or off-duty, shall be dealt with criminally as defined under Republic Act 9165. The matter is to be reported to the Health & Safety Committee for proper investigation and action. Employees shall also be dealt with administratively and may be suspended or terminated as a result of such actions.

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