



A. SOULIS

ENTERPRISES LTD

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A. Soulis Enterprises Ltd recognizes that the use or misuse of illegal substances, alcohol, pharmaceutical and other products can have severe effects on the health, safety and wellbeing of our personnel, our subcontractors and associates and any other people who may be affected by our activities.

This is why the company sets the rules presented below:

- No employee shall be under the influence of alcohol, drugs or other illegal substances.
- There is a minimum of 12 hour abstention from alcohol consumption prior to beginning of duty period. It is also prohibited the consumption by the employees during duty period.
- Some common medicines contain ingredients that can impair the ability of the personnel to carry out their assigned tasks. The labels of all medicines should thus be read. In cases of doubt, medical advice should be sought before driving
- All Company's employees are obliged to accept any alcohol or drug test from the Cyprus Competent Authorities as follows:
 - Random sample tests
 - Improper behavior during driving
 - Obvious condition of employee being under the influence of drugs and/or alcohol
 - Involvement in a car accident.

Andreas Soulis
Managing Director