

OCCUPATIONAL HEALTH AND SAFETY

Drug and Alcohol Policy

Fit for work, every shift — no alcohol, drugs or impairing substances at work.

Date 22 October 2026
Reference AC-HSE-POL-002 · Revision 00
To All employees, temporary personnel, contractors and subcontractors working for or on behalf of Accenti LLC

Issue of the Drug and Alcohol Policy, AC-HSE-POL-002, Revision 00

Dear colleagues,

I am pleased to issue the Accenti Drug and Alcohol Policy, effective 22 October 2026. It applies to everyone working on Accenti sites, in our vehicles and in our camps.

Our people drive heavy vehicles, lift loads with cranes, handle fuel and work at height. A moment of impairment in that work can cost a life. Everyone on our sites must be fit for work, every shift.

Supervisors are responsible for stopping anyone who appears unfit from working, and Human Resources will offer confidential support to anyone who asks for help before a problem affects their work.

Please read this policy and come to work fit, alert and ready to work safely. Compliance is mandatory.

Yours sincerely,



Ali Ahmed Dhadhaow
Chief Executive Officer
Accenti LLC



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DEFENSE INFRASTRUCTURE

MISSION SUPPORT

Drug and Alcohol Policy

DOCUMENT	REVISION	EFFECTIVE	STATUS
AC-HSE-POL-002	00	22 Oct 2026	Approved / Issued
APPROVAL AUTHORITY		POLICY OWNER	
Accenti LLC Management		HSE Department	
APPROVED BY		APPROVED ON	NEXT REVIEW
Ali Ahmed Dhadhaow, Chief Executive Officer		22 Oct 2026	22 Oct 2027

Controlled document. Approval is evidenced by the signed and sealed cover letter. The current revision is held by the HSE Department; printed copies are uncontrolled.

Accenti LLC prohibits the use, possession and influence of alcohol, illegal drugs and impairing substances at work, so that every person is fit to work safely.

1 Application

This policy applies to employees, temporary personnel, contractors and visitors on Accenti sites, in Accenti vehicles and equipment, and in Company accommodation.



■ Crane, plant and vehicle work demands full alertness on every shift.

2 Mandatory requirements

- 2.1 Prohibitions. Being under the influence of, or possessing, using, selling or distributing, alcohol, illegal drugs or impairing substances at work, in Company vehicles or in Company accommodation is prohibited.
- 2.2 Khat and similar substances. Chewing khat or using similar stimulants is prohibited during working hours, while driving and on work sites.

2.3 Prescribed medicines. Personnel taking medicine that may affect alertness or coordination shall tell their supervisor before starting work, so that safe duties can be arranged.

2.4 Testing. Testing may be carried out before employment, after an incident, for cause and at random in safety-critical roles, in line with applicable law and with respect for dignity and privacy.



— Hot work, lifting and driving are safety-critical tasks.



— Plant operators are subject to fitness-for-work checks.

2.5 Fitness for work. A supervisor who reasonably believes a person is unfit shall remove them from work, arrange safe transport and report it.

2.6 Support. Personnel who seek help for a dependency before a breach occurs shall be offered confidential support, and their request shall not in itself lead to disciplinary action.

3 Responsibilities and enforcement

Management shall resource this policy. The HSE Department shall manage testing and records. Supervisors shall check fitness for work. Every person shall arrive fit for work. A breach, refusal to test or tampering with a test shall result in disciplinary action up to dismissal.

4 Implementation and review

This policy shall be communicated at induction and on site, and reviewed at least annually or after any incident in which alcohol or drugs were a factor.

Fit for work, every shift. No exceptions.

Questions about this policy?

Questions about this policy, and requests for confidential support, go to the HSE Department, Human Resources or the contacts below.

Operations — Somalia

Accenti Compound, Marina Hub
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Headquarters

United Arab Emirates

Contact

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Policy owner

HSE Department
AC-HSE-POL-002 · Revision 00

■ On every site

Fit for work

If you are not fit to work safely, tell your supervisor before you start. Asking for help early is always the right choice.

info@accenti.com →





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