

ANTI DRUGS AND ALCOHOLS POLICY

Top Hospitality Services is engaged to provide a healthy work environment to its employees. The company considers that the consumption of drugs or alcohols by the employees will have a harmful effect on the health and the welfare of the individuals and their relatives.

The company can ask any employee at any time to be submitted to drugs or alcohols control.

Top Hospitality Services can also initiate unannounced inspections and investigations of alcohols and / or drugs on the premises of the company.

Any employee who uses or is found in possession of illegal drugs and / or alcohols in the workplace will be exposed to a dismissal and sent to judicial authorities.

This policy applies to all employees, contractors and visitors of **Top Hospitality Services**.

Mohamed Salah SOMRANI
Chief Executive Officer

Date : 12 July 2019