

Substance Abuse Policy

TGT operates a zero tolerance substance abuse policy. Drugs and alcohol may affect everyone's safety as working under the influence of either substance impairs our judgment and slows our reflexes, which can negatively impact our job performance and cause serious safety hazards.

TGT is committed to providing a safe workplace free of prohibited substances and complying with the drugs and alcohol laws and regulations in the countries where we operate. The company does not tolerate the possession, purchase, sale, transfer, use, or presence in an employee's system of any prohibited drugs and alcohol while on company premises, working on the company's behalf, or operating company vehicles or equipment. Similarly, the possession, purchase, sale, transfer, or unauthorized use of drugs and alcohol while on TGT premises is prohibited.

TGT reserves the right to conduct tests and searches for prohibited substances under, but not limited to, the following conditions:

- In compliance with the laws or regulations of a country
- Under a customer program
- Pre-employment or re-employment medicals
- For reasonable suspicion
- Following an accident

The use or consumption of alcohol or prohibited drugs while off the job may also result in disciplinary action if it impairs job performance or endangers the health and safety of other employees or the community while conducting company business.

This policy is applicable to all employees and contractors working for and on behalf of TGT. Employees are responsible and accountable for compliance with the requirements of the policy and any violations may result in removal from TGT premises and applicable lawful disciplinary action.

Line management with the support of the Human resources function, shall ensure the communication, implementation and compliance with this policy in all company operations.

This policy shall be administered and enforced across the organization in accordance with applicable laws in the country of operation, and in the event of a conflict between any requirements of this policy and applicable laws, the applicable laws shall apply.



Saad Bargach
Chairman & CEO