

Practice Safety Instructions



ALCOHOL, DRUGS, SMOKING & MEDICINE

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Preface

Within Stork the attached alcohol, drugs and medicine policy (ADM policy), in which rules concerning prevention, support, control, sanctioning and information are registered, applies. People need to be aware of the dangers and consequences of (problematic) alcohol and medicine use. Smoking and quite a few medicines can also be dangerous in the workplace.

This booklet has been produced for your information and to raise your awareness.

Purpose of the information:

- To prevent accidents during working hours
- To protect our own work force's health and well being, and also the health and well being of our (flex)suppliers and their personnel, our customers and everyone else involved in Stork activities.

I advise you to read this booklet carefully. For possible questions and comments please contact HSEQ and HR staff.

It is important that you as an employee carry your own responsibility for using the support that Stork offers in the Alcohol and Drugs policy.

ADM policy

Alcohol, drugs (and smoking) and medicine use

THE AIM OF THIS INFORMATION BOOKLET

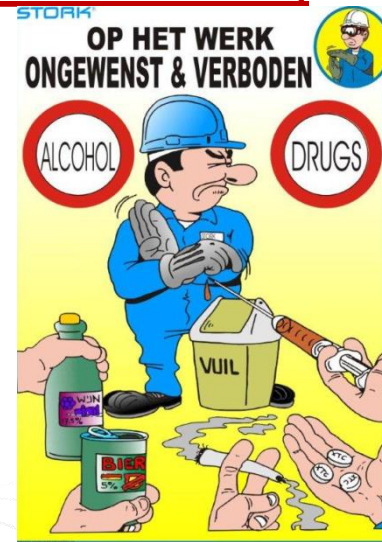
TO PREVENT ACCIDENTS DURING AND AROUND WORKING HOURS

SUSTAINABLE EMPLOYABILITY OF STAFF AND TEMPORARY STAFF

TO IMPROVE HEALTH AND WELL BEING SO THEREFORE:

**ZERO TOLLERANCE WITH REGARD TO ALCOHOL,
DRUGS**

AND SMOKING AT WORK



General

- The danger of stimulants, narcotics or psychotropic drugs must not be underestimated.
- There is danger for the users themselves and for their surroundings.
- Prevention and taking joint responsibility are very important.
- So, say something about it if there are signs of (suspected) dangerous behaviour.
- Therefore prevention, regulations and sanctions from employer and client.

Alcohol facts and figures.

- 4.2 % of working people sometimes drink alcohol just before or during working hours.
- 12.1% (500.000) of working men have serious problems with alcohol
- 6.5% (270.000) of working men meet the criteria for serious alcohol abuse

The influence of alcohol

- Alcohol gets into the blood via the stomach and the small intestines.
- Via the blood the alcohol reaches the brains within ten minutes, from that moment you are under the influence of alcohol.
- If there is food in your stomach, then the absorption of alcohol will take a little longer.
- Alcohol numbs the brain. This has an effect on your mood and behaviour. Inhibitions disappear , your memory, concentration and ability to judge decrease and you become less self critical. .

Possible effects from alcohol

- Decrease of concentration
- Disturbed locomotion (dangerous when operating machinery)
- Working inaccurately; reduced work performance
- Falling asleep at work
- Overestimating yourself
- Disturbed observation
- Disturbed information processing
- Arriving too late for work or leaving too early
- Being absent more often / absence through illness (2 to 6 x more often)
- Argumentative, aggressive, bad tempered towards colleagues
- Not listening to managers

Possible effects from alcohol, physically

- **The Brain:** memory loss, Korsakov syndrome, a decrease in learning and orientation ability
- **Liver:** inflammation of the liver, liver cirrhosis
- **Stomach:** inflammation of the stomach membrane.
- **Cancer:**
 - mouth, throat, liver and large intestine
 - breast cancer especially for women, already an increased risk from 1 glass per day.
- **Heart and blood vessels:** high blood pressure, cardiac arrhythmias, brain haemorrhage

Useful to know



Flesje bier
300 cc
5%



Fles wijn
750 cc
12%



Alcohol breakdown

- The liver breaks down 95% of the alcohol in your body. Only approx. 5% leaves your body via urine, breath and sweat.
- It takes the liver 1 to 1.5 hrs to break down 1 standard glass of alcohol. If you drink 8 glasses, it takes your liver between 8 and 12 hours to break down the alcohol.
- When using medication at the same time then the break down time increases significantly

Stork Zero tolerance Alcohol

In practice this zero tolerance policy means:

0.2 permille or more in your blood = policy violation

(In comparison to traffic rules: > 0.2 permille during the first 5 years after receipt of your drivers licence: disqualified from driving and one point on your licence; > 0,5 for advanced drivers)

**So: On the evening before a working day:
NO DRINKING!**

Avoiding habit formation/addiction

- Do not drink if you still want to work, study or exercise
- Do not drink if you still have to use the roads
- Do not drink when stressed or when you have personal problems
- Do not drink more than 1 or 2 standard glasses of alcohol per day.
(Do NOT drink during pregnancy, or if you would like to be pregnant or when breast feeding)
- Do not drink any drinks at all that contain alcohol on at least 3 days in each week.

Information and help

- Stork Employees:
via ArboNed's medical officer or
confidential counsellor
- Internet; anonymous on-line course
 - <http://www.minderdrinken.nl/>

Addiction (suspected)

- Report to the ArboNed's medical officer or confidential counsellor
- Can be done anonymously
- ArboNed can offer targeted help
- ArboNed assesses whether there is danger in the work place
- ArboNed assesses whether the employer can work in his own job or an another job
- Addiction is not a reason for dismissal, but concealing it and refusing to work towards a solution is.

What are drugs and what do they do?

- Substances mentioned in the Opium Act
- Effect on the central nervous system
- Stimulating,
for example caffeine, nicotine, amphetamines, cocaine
- Perception changing drugs,
for example hash, marijuana, LSD, glues, petrol, ether

Risks associated with the use of drugs: addiction and overdose (1)

- Physical dependence:

With regular use, the body gets so used to it that when you stop you feel sick: withdrawal symptoms.

- Psychological dependence:

When using regularly you can get very fond of the effects that certain substances cause. People feel stressed and unhappy if they haven't used anything.

- Overdose:

Certain substances are fatal if an overdose is taken. If they are not directly fatal, an overdose can damage the brain or other organs irreversibly.

Risks when using drugs: addiction and overdose (2)

- TOBACCO; lung cancer, chronic bronchitis.
- ALCOHOL; cirrhososes, brain cells will die.
- AMPHETAMINES; hair and teeth loss.
- OPIATES;
respiratory disorders, weakness.
- LSD; mental problems.

Stork: Zero tolerance Drugs

In practice, this zero tolerance policy means:

(The results of the drugs test are considered to be positive if the values, - as established by the European Workplace Drugs Testing Society, and if these standards apply to the client where the employer works -, are exceeded.)

• Drug (in urine) (h) (blood)	Cut-off value (microgram/liter)	Half-life
• amphetamines	500	4 - 8 h
• cocaine	150	5 - 7 h
• Benzoylecgonine)		
• opiates (morphine)	300	1 - 4 h
• cannabinoids (THC)	25	25 - 37 h
• fencyclidine	25	7 - 16 h

(if the value is lower than the cut-off value, then use cannot be confirmed nor denied.
Substances may have left the body already)

Drugs in the brains



search: www.jellinek.nl

click: ' I would like some
information'

click: 'Drugs in the brains'

Smoking; can cause direct danger

- Smoking ban: all (construction) sites and (Stork) locations
- Smoking is only permitted in designated areas
- Prior to a project, specific agreements about smoking are made (location, time, etc.).

Medicine Use

- Beware: medicines can also befuddle the brain and be addictive and therefore be dangerous in traffic and/or in the work place. Please read the leaflet for the side effects
- Think about sleeping pills, sedatives and painkillers
- Inform your supervisor/medical officer if you are taking medication that can affect your performance and discuss the consequences
- When in doubt, consult the (ArboNed) medical officer

Noticing offences or suspected offences



Report! Is this telling tales? No

- Intervene if someone at work violates the ADM and/or smoking policy, speak to him or her about it
- Pay attention to colleagues' abnormal behaviour, suspected use?
- Discuss this with your manager
- If applicable, please contact the authority that issued the work permit
- In case of violation of the ADM policy the medical officer will be brought in to help employees and to prevent risks in the workplace.

Help with (suspected) addiction

For addiction or suspected addiction:

- Contact the medical officer and ask for help
This is not a reason for dismissal! Not asking for help and violating the policy can be.
- Prevent yourself becoming a danger to yourself and others

Sanctions for violating ADM and smoking policy

- Depending on the severity of the violation, measures will be taken
- Possible measures include warning, suspension, dismissal, immediate dismissal
- In a warning: the medical officer is always brought in to assess whether assistance is necessary to prevent a recurrence

OP HET WERK ONGEWENST & VERBODEN

