



POLICY STATEMENTS MANUAL

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Revised 10/06/03

DRUG and ALCOHOL POLICY

Future Foams is committed to providing a safe, healthy and productive workplace for all employees and recognize that employees have the right to work in an environment free from the negative effects of alcohol and drugs.

We will educate employees about how alcohol, drug and other substance abuse will impair their ability to work effectively and safely and will have serious adverse effects on the safety, efficiency and productivity of other employees and the Company as a whole.

We will provide encouragement and resources to employees who seek assistance or rehabilitation for alcohol/drug dependency of their own accord.

We will intervene when an employee's job performance becomes affected, or where there is reasonable cause to believe the safety, efficiency or productivity of the employee or others may be effected as a consequence of alcohol or drug abuse.

Employees are charged with ensuring they are not under the influence of alcohol and drugs and report to work in a fit condition for duty.

Being unfit for work because of use of alcohol or drugs will not be tolerated.

This policy will be regularly reviewed in the light of legislation and company changes.

A handwritten signature in black ink, appearing to read "Shaun A. Westwood", is written over a horizontal dotted line.

**Shaun A. Westwood
Managing Director**