

ALCOHOL, DRUGS AND TOBACCO POLICY

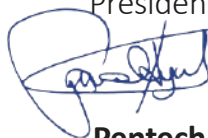
Pentech is well aware of the negative impact the consumption of alcohol, drugs and tobacco has on the health, well-being, and safety of its employees, their families and on contractors and visitors.

Pentech understands that taking preventive actions is the first necessary step for ensuring the safety, well-being and health of all its employees, contractors and visitors. As a result, the company is consistently promoting healthy lifestyle solutions and working towards the development of a prevention-oriented culture. Pentech has implemented a set of informational campaigns and training programs on the effects of alcohol, drugs and tobacco abuse. These prevention awareness initiatives will contribute to proper work performance and overall continuous improvement.

Pentech is committed both to maintaining high Safety, Environment and Health operating standards, and to preserving a safe and healthy workplace (an alcohol, drug and tobacco-free environment), where employees, contractors and visitors are able to properly perform their daily tasks. Thus, Pentech has implemented the following Global Alcohol, Drug and Tobacco Workplace Policy:

- **NO CONSUMPTION, SALE OR POSSESSION OF ALCOHOLIC BEVERAGES IS ALLOWED** during business hours, either inside or outside our facilities.
- **NO INAPPROPRIATE CONSUMPTION OF LEGAL DRUGS IS ALLOWED, NOR IS THE CONSUMPTION, POSSESSION, DISTRIBUTION, AND SELLING OF ILLEGAL DRUGS,** either inside or outside our facilities.
- **NO SMOKING IS ALLOWED WITHIN OUR FACILITIES, NOR WITHIN ANY OF THE FACILITIES WHERE PENTECH IS CONTRACTED AS A SERVICE PROVIDER.**

Compliance with this Alcohol, Drug and Tobacco Workplace Policy is **MANDATORY** for employees, contractors and visitors

Gamal Ayoub
President

Pentech
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