

Random checks of alcohol and drugs at SCA Obbola

1. A drug-free workplace

Consumption of alcohol or any other dependency-producing drug is forbidden within SCA Obbola AB's industry complex. It is not permitted to come to the workplace while under the influence of alcohol or drugs. Random checks and/or site access checks may be carried out on anyone working in the complex. All personnel within SCA industry complex undertakes to participate in these tests. In case of a positive test (or denial to participate) the person will be sent away from the complex.

2. Basic View

We strive for a good work environment. SCA's policy and SCA Obbola's plan of action regarding alcohol, drugs and gambling is part of the systematic work environment management. The purpose is to create a safe workplace and a good work environment within the company.

3. Scope

The Business Group's policy and our action plan for alcohol, drugs and gambling are valid for all employees at SCA Obbola, irrespective of form of employment.

Alcohol and drug test routines are valid for all employees including temporary workers, contractors and others who perform work in workplaces where SCA Obbola is responsible for the safety and work environment.

3.1 Method of selection

Tests will be carried out without notice and include all persons working at the workplace at that point of time. The persons which are going to be tested are randomly selected by the independent test company European Drug Testing Service (EDTS). EDTS will carry through the testing in cooperation with FBE Konsult, SCA Obbola's specialist resource for alcohol and drug related issues.

This selection method will eliminate any risk for discrimination or partiality. Tests shall be performed securely and without violating the personal privacy.

3.2 Drug tests

Saliva samples are taken to detect the presence of cannabis, amphetamines, opiates, cocaine and benzodiazepines. The analysis of these tests is done at an accredited laboratory with very high security requirements. The result will be ready within 10 working days. Medically analyst doctor, in charge for the test procedure will contact SCA Obbola's contact person only in case of a positive result for narcotics.

3.3 Breath Alcohol test

A breath alcohol test shall be performed with great respect of personal privacy, out of sight for others and according to the manufacturer's instruction.

If a first breath alcohol test is positive (0.2 per mille or exceed 0,2 per mille) a second verified test shall be performed. The second test shall be witnessed by contact person at test person's company or Contractor's contact person at SCA Obbola (summoned by person who performs the test). The second test must be documented and include test results and point of time for each breath alcohol test.

Consequences

- If the test result at the additional verified test is below 0,2 per mille – person returns in service.
- If the test result at the additional verified test give a response of 0,2 per mill or exceed 0,2 per mill - person will be sent away from the workplace.

The person shall return home in a safe way and the contact person of the company in question shall be informed. Responsibility for this rests with the contact person of the company in question or the Contractor's contact person at SCA Obbola.

All non-medical use of drugs and narcotic drugs is considered as addiction and according to Swedish law illegal.

SCA OBBOLA AB

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