

Stefanutti Stocks (Pty) Ltd

Substance Abuse Policy Statement



Stefanutti Stocks (Pty) Ltd has a sincere interest in the health, safety and welfare of its employees. The performance standards and reputation of the Company is crucial, not only for the viability of the business, but also to the job security and safety of our employees.

The Company can therefore not accept employees being under the influence of intoxicating substances during working hours or whilst on Company premises or during the course of performing their duties. We shall not tolerate employees dealing in or using / abusing intoxicating, illegal or addictive substances at work. It is against the law to allow employees who are under the influence of intoxicated substance to remain at work. Any employee in this situation will be sent home.

Non-compliance with this policy will be regarded as a serious misconduct and will be subject to disciplinary action. The Company acknowledges that there may be genuine alcoholism and drug related addiction illnesses and accepts that it may need to facilitate treatment and / or assistance under special circumstances.

It is also the Company policy that;

- None of the above illnesses should be an excuse for intoxication and its consequences;
- Employees with this illness have a responsibility to ensure their speedy return to health and to work, adherence to performance standards, meeting of deadlines, proper conduct and protection of their employer and others from the consequences of their condition;
- Such illness is not an automatic excuse for misconduct or poor performance;
- Not all substance abuse is necessarily a result of illness / addiction / alcoholism. Therefore, employees guilty of intoxication and / or unauthorised use of substances will not automatically be considered to be ill;
- Where employees are proved to be ill or to be suffering from this illness, the Company may grant normal sick leave for purposes of the employee's treatment and may consider further assistance, where the Company believes it is merited;
- However, employees who fail to respond to such treatment will not continue to receive assistance from the Company. They will be subjected to incapacity procedures, which if unsuccessful to resolve, could lead to termination of the employee's employment;
- There are circumstances where the use of alcohol whilst at work may be authorised. For example, the authorised holding of social functions or entertainment of clients, where alcohol use has been approved. However, even in such cases the abuse of alcohol (or any substances) to the extent of intoxication or unacceptable behaviours shall not be tolerated. Employees who participated in such functions and had consume alcohol are not allowed to go back to work places especially where there is moving work machinery
- Employees, who breach the content or spirit of the policy, will be subject to disciplinary measures in terms of the Company's disciplinary policy and risk termination of their employment.

Alcohol and drug tests may be performed at any time at the discretion of the Company and when an employee is suspected to be using or appears to be under the influence of intoxicating liquor or habit-forming drugs whilst on duty or when reporting for duty.


Russell Crawford
Chief Executive Officer
Revised: 15/01/2026