

— DRUG AND ALCOHOL ABUSE

Anyone can experience a drug or alcohol problem and it can be very hard to quit by yourself.

What may start as a way to connect with friends can spiral into a habit where you need substances to function.



COMMON CAUSES:

- Family history of addiction
- Peer pressure
- Mental health disorder
- Early usage
- Taking highly addictive drugs or alcohol

SIGNS TO WATCH OUT FOR:



Blaming others for your problems



Changes in mood



Cravings and withdrawal



Hallucinations



Neglectfulness

TO PREVENT DRUG AND ALCOHOL HABITS FORMING YOU NEED TO:



Deal with peer pressure and say NO to drugs



Find a positive way to handle stress e.g. exercise



Seek professional help for mental health problems



Be aware of risk factors, such as a family history of addiction

WHAT CAN YOU DO IF YOU, OR SOMEONE YOU KNOW, HAS A PROBLEM?

- Go to a doctor and get some medication to help with addiction.
- Use behavioral therapy, which can teach you how to avoid drugs and prevent relapse.

PUMA ENERGY'S STANCE ON DRUGS & ALCOHOL:

YOU CAN:

- Drink a small amount of alcohol provided at a social or business function that Puma Energy sponsors.
- Drink a small amount of alcohol provided when entertaining clients or prospective clients.

YOU CANNOT:

- Appear at work or on company business while under the influence of illicit drugs or alcohol.
- Use, possess, distribute, transport, buy, sell or promote illegal drugs or alcohol while at work.
- Consume any alcohol at a social function if you work in security, drive, or operate heavy machinery and need to return to work after the event.
- Consume alcohol to the point of intoxication at any Puma Energy event.

FAILURE TO COMPLY CAN RESULT IN DISCIPLINARY ACTIONS, INCLUDING TERMINATION.