

## Policy #1/2010 – ALCOHOL AND DRUG USE POLICY

Purpose: To ensure a safe work environment, one which is free of alcohol and drug use/abuse.

The misuse of legitimate drugs, or the use, possession, distribution, or sale of illicit or un-prescribed controlled drugs on company business or premises, is strictly prohibited and is grounds for termination. Possession, use, distribution or sale of alcoholic beverages on company premises is also prohibited. Being unfit for work because of use of drugs or alcohol is strictly prohibited and is grounds for termination of employment. While this policy refers specifically to alcohol and drugs, it is intended to apply to inhalants and all other forms of substance abuse.