

DRUG AND ALCOHOL POLICY

Policy Statement

Drug and alcohol abuse contributes to numerous lost working hours and causes many work place accidents or injuries every year. Our policy is to employ persons free from alcohol abuse or the use of illegal drugs. This company takes drug and alcohol abuse from its employees as a serious matter and will not tolerate it. The company absolutely prohibits employees using or consuming alcohol or non-prescribed drugs at the work place or while on company business. It also discourages non-work place drug and alcohol abuse. The use, sale or possession of alcohol or drugs while at work or on company property will result in disciplinary action, up to and including termination of employment, and may also have legal consequences.

Employees are expected and required to report to work on time and in an appropriate mental and physical state for work. It is our intent and obligation to provide a drug-free, healthy and safe work environment for all our staff. We reserve the right to demand a drug or alcohol test of any employee, based upon reasonable suspicion. Reasonable suspicion includes, but is not limited to, physical evidence of use, involvement in an accident, or a substantial drop off in work performance. Failure to take a requested test may lead to discipline, including possible termination.

The company also cautions against use of prescribed or over-the-counter medication which can affect your work place performance. You may be suspended if the company concludes that you cannot perform your job properly or safely because of using over-the-counter or prescribed medication. Please inform us prior to working under the influence of a prescribed or over-the-counter medication which may affect your performance.

You must report any conviction under a criminal drug offence for violations occurring on or off the Company's premises. A report of a conviction must be made within 3 days of receipt of a conviction.

We will make every effort to assist those who wish to seek treatment or rehabilitation for drug or alcohol dependency. Conscientious efforts to seek such help will not jeopardise any individual employees career and any notes on any personnel record will not be used in any decision making process.

If you do have a drug or alcohol problem, please tell us we may be able to help!

Evans Igor
Managing Director