



AETS-HSE-DCC-2017-001

ALCOHOL AND DRUG POLICY

In **Apprata Engineering and Technical Services limited**, it is a mandatory requirement for all our employees to be fit for duty and capable of performing their assigned responsibilities in a safe and productive manner.

The use of any illegal substance, alcohol, or the misuse of controlled substances in the workplace is inconsistent with this goal and is considered to be a breach of employment terms and conditions.

All worksites, employees, subcontractors, visitors and client representatives shall fully comply with the Drug and Alcohol Policy.

Therefore, it is strictly prohibited for any employee, subcontractor, visitors and client representatives to;

- *Be on our job site whilst impaired by drugs or alcohol.*
- *Possess, use, distribute or sell alcohol, illegal drugs and/or prescription narcotics on company premises or work location(s).*

Management will take strong disciplinary action against individuals who are found to be in breach of the Drug and Alcohol Policy.

Drug and Alcohol testing shall be conducted on individual as follows;

- Pre-employment condition
- Post accident for cause/suspicion
- Random testing.

Note: Refusal to submit a sample for breath testing, urinalysis shall result in a POSITIVE Drug /Alcohol Test recording.

Engr. Uwabor Oloka James
Managing Director

5th January 2018

“Be safe at work, home and always”