Drug & Alcohol Policy

Policy Statement:

Patrolsec Ltd is committed to maintaining a safe and productive work environment, free from the effects of substances that impair job performance, such as alcohol, narcotics, and drugs.

Our Commitment:

We offer an Employee Assistance Program (EAP) for addressing substance abuse and personal problems that may affect work performance. Seeking help is encouraged, and employees will not face disciplinary action for doing so.

Employee Responsibility:

Employees must follow work and safety rules, maintain behaviour standards, and promptly seek assistance if they believe they have a substance-related problem. Early intervention is encouraged.

Our Drug and Alcohol Rules:

1. **Alcohol:** Employees cannot possess, use, or be under the influence of alcohol during work hours, breaks, or company-related activities.
2. **Drug Testing:** Employees with a breath alcohol level over .04 will be removed from safety-sensitive positions. A positive drug test is a violation of this policy.
3. **Drug Paraphernalia and Alcohol Containers:** Employees may not possess drug paraphernalia or alcohol containers.
4. **Prescriptions/Over-the-Counter Medications:** Employees must check the effects of prescribed and over-the-counter medications with a doctor and inform their supervisor if these medications affect their work.
5. **Adulterants:** Adulterants used to manipulate drug tests are prohibited.

Testing Procedures:

- Pre-employment testing for safety-sensitive employees is mandatory.
- Post-accident testing occurs upon supervisor or company request.
- Reasonable suspicion testing or reasonable cause is conducted by trained supervisors.
- Fit-for-duty exams may be required for employees' fitness for duty.

Duty to Cooperate:

Employees are obligated to cooperate with testing and investigations. Failure to cooperate may result in termination.

Approved
Managing Director
M. Naeem
Patrolsec Ltd.
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