

Drug and Alcohol Policy

The use of drugs and alcohol may affect capacity to perform work safely, efficiently and with respect, there by posing a risk to the health and safety of the individual and others at work place

- ✚ This policy applies to all Employees on the company
- ✚ The Company will communicate the Drug and Alcohol Policy to all employees,
- ✚ General Managers, Supervisors, and Foremen will enforce this Policy.

Drug and Alcohol policy statement

- ❖ Consumption of alcohol is prohibited while on duty, or during at break time will result in Discipline measure
- ❖ Employees are prohibited to smoke or consume any illegal drugs (Khat, Weed, Herbs.....) on the company premises
- ❖ Employees must not buy alcohol while on duty or bring alcohol or any illegal drugs onto company or working premises
- ❖ Workers must not become intoxicated or be under the influence of alcohol
- ❖ Supply others alcohol in the working premises is not allowed
- ❖ You must not under any circumstances be under the influence of drug substances whilst on our sites or premises
- ❖ Note that, as previously consumed drug or alcoholic substances may affect your performance at work, you may still be considered to be under the influence.
- ❖ If your supervisor or manager believes that you are under the influence of drugs unless prescribed medication whilst on our sites or premises, you will be asked to leave, having been advised of the support available to you and your rights in accordance with our disciplinary procedures.
- ❖ There may be circumstances where we would ask you to provide an alcoholic or illegal drug substance test sample. This may be as part of an initiative to carry out random testing or otherwise. Any refusal to provide a test sample may lead to disciplinary action.

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