



Drugs and Alcohol Policy

1 Purpose

This policy outlines REDDAN CONTRACTORS LIMITED's expectations regarding drug and alcohol use in the workplace and its impact on employee safety, productivity, and overall company reputation. The policy aims to promote a safe and healthy work environment for all employees.

2 Scope

This policy applies to all employees, including full-time, part-time, and temporary workers. It covers both on-site and off-site activities that represent the company.

3 Prohibited Conduct

- Reporting to work under the influence of drugs or alcohol. This includes any substance that could impair an employee's judgment, coordination, or ability to perform their job duties safely.
- Possession, use, or distribution of illegal drugs on company property or while on company business.
- Being under the influence of drugs or alcohol while operating company vehicles or equipment.
- Falsifying or manipulating drug or alcohol tests.

4 Violations

Violation of this policy may result in disciplinary action, up to and including termination of employment. The specific consequences will depend on the severity of the violation and the employee's disciplinary history.

5 Testing

The company may require employees to undergo drug and alcohol testing under the following circumstances:

- Pre-employment testing: As a condition of employment.
- Random testing: To maintain a safe and drug-free workplace.
- Reasonable suspicion testing: If there is reasonable suspicion that an employee is under the influence of drugs or alcohol.
- Post-accident testing: Following a workplace accident or incident.



6 Rehabilitation and Assistance

The company recognizes that substance abuse can be a serious issue and encourages employees who are struggling with addiction to seek help. The company may offer assistance or resources to employees who wish to enter a rehabilitation program.

7 Confidentiality

The company will treat all information related to drug and alcohol testing and rehabilitation with confidentiality, in accordance with applicable laws.