

## **MSN ENGINEERING DRUG AND ALCOHOL POLICY**

The Company is committed to creating a drug and alcohol free workplace to safely achieve its business objectives.

This commitment:

- promotes employees' wellbeing, health and safety
- creates a work environment where employees feel safe
- recognizes the importance of satisfying the client and providing quality service
- improves business performance including management of business risk and associated costs

The Drug & Alcohol Policy and Procedures will apply to all employees of the Company as well as sub-contractors.

The Company will support its staff in achieving this goal through the following initiatives:

- **Education/ Training**

The Drug & Alcohol Programme will be supported by educational material and managers' training conducted by recognized specialists

- **Post Accident/ Incident Testing**

Employees may be tested for the presence of drugs and/or alcohol when they are involved in an incident or accident where their actions may have contributed to the event.

- **Reasonable Cause Testing**

Employees may be tested for the presence of drugs and/or alcohol where their actions, appearance, behavior or conduct suggests drugs and/or alcohol may be impacting on their ability to work effectively and safely

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