

 Engineering Zone Co. Ltd.	ENGINEERING ZONE CO. LTD.		
	ISM-001	POLICY 3 – SUBSTANCE ABUSE POLICY	Issue Date: 01-Jun-2022
	PREPARED BY QHSE MANAGER		REVIEWED & APPROVED BY CHIEF EXECUTIVE OFFICER

SUBSTANCE ABUSE POLICY

It is Engineering Zone policy to maintain a work environment free of substance abuse. The principles are;

- ✚ **Work Place:** Reporting to work under the influence of controlled substances, drugs or alcohol is prohibited.
- ✚ **Distribution or Possessing:** Using, dealing, distributing, or possessing, controlled substances, drugs and/or alcohol while at work or during Company Business is prohibited.
- ✚ **Prescription Medication:** These are permitted as long as they do not affect the person's ability to safely perform their duties in a productive manner.
- ✚ **Testing:** Engineering Zone conduct pre-employment testing, random testing and post-accident testing, where permitted by law.

Violation of this policy will result in disciplinary action up-to and including termination of the employment contract.


SAAD MOHAMMED AL SHAMRANI
CHIEF EXECUTIVE MANAGER

Released on 01-Jun-2022

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