

## **ELITE Precast Concrete Limited – Alcohol and Drug Abuse Policy**

Elite Precast Concrete (Company) is drug-free workplace. The purpose of this Policy is to ensure the safety of all employees is to promote productivity. This Policy applies to all employees, contractors, and temporary workers. Substances covered under this policy include alcohol, illegal drugs, inhalants, and prescriptions and over-the-counter drugs.

We reserve the right to inspect our premises for these substances. We reserve the right to conduct alcohol and drug test at any time. We may terminate your employment, if you violate this policy, refuse to be tested, or provide false information.

### Definitions under this policy:

“substance” includes alcohol, illegal drugs, inhalants, and prescription and over-the-counter drugs.

“illegal drugs” is any substance that is illegal to use, possess, sell, or transfer.

“Drug paraphernalia” are any items used or intended for use in making, packaging, concealing, injecting, inhaling, or consuming illegal drugs or inhalants.

“prescription drug” is any substance prescribed for any individual by a licensed health care provider.

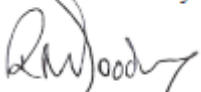
“inhalant” is any substance that produces mind-altering effects when inhaled.

If you are “under the influence” of any substance, this:

- Impairs your behaviour or ability to work safely and productively;
- Results in a physical or mental condition that creates a risk to your own safety, the safety of others, or company property;
- Is shown to be present in your body, by laboratory evidence, in more than identifiable trace.

“Company premises” include our buildings, grounds, parking lots, and company-provided vehicle.

Richard Doody



Company Director