



ACIMS		Document N°:	HSE-MS PO 2.03
	Health, Safety, Security & Environmental Policy	Initial / Revision N°:(0):	06/01/2020
	Drug and Alcohol Policy	Review:	06/01/2022

DRUG AND ALCOHOL POLICY

ACIMS recognizes that drugs & alcohol can seriously damage an individual's fitness for work as well as those around them and contribute to incidents, accidents and other workplace injury. Therefore we promote a DAP designed to keep everyone safe.

To succeed in this:

- ★ Consumption on company property and vehicles of alcohol, alcoholic beverages and other intoxicating products which may impair normal coordinated physiological functions is strictly prohibited.
- ★ We require the cooperation and support of all our Management and Technical staff and employees, contractors, clients and visitors to ensure that our offices remain free of the hazards that drugs and alcohol may provoke.
- ★ No Manager, Staff or intern shall engage in Controlled Activities when Under the Influence of Unlawful or Unauthorized Substances. This includes personnel who have Safety Critical operational responsibilities away from Company Sites; such as Drivers etc.
- ★ Employees, visitor, contractors who chose to consume D/A at company premises do that at their own risk and stand a chance of facing administrative sanctions.

ACIMS Ltd at all times reserves the right to submit any employee to a narcotic or alcohol test or search on Company Property when the situation warrants. For a fail situation, appropriate sanctions to be taken are also at the full discretion of the company.

This policy shall be reviewed annually to determine its continuing suitability. In implementing this policy, we shall engage with and support our employees, contractors, suppliers, affiliated companies, business partners and stakeholders in sharing responsibility for meeting our general health and safety requirements.

Fombon Julius

General Manager

06/01/2020

