

## **Drug & Alcohol Policy**

The IAM Group will continuously pursue excellence in providing services to our clients and stakeholders, and while doing so, ensure that every employee feels safe at and leaves safe from work.

With this in mind, the IAM Group's drug and alcohol policy recognizes the potential negative effects of alcohol and drugs on the organization, in particular the hazards that those individuals who abuse alcohol and/or drugs pose to themselves, their co-workers, and the general public.

We are committed to :

- Ensuring that drug and alcohol abuse is not acceptable in the workplace.
- Testing employees randomly and regularly for drug/alcohol abuse.
- Assisting employees who voluntarily seek help for problems relating to alcohol and/or drugs, and educating employees on the dangers of drug and alcohol abuse.
- Pursuing disciplinary action against employees who violate this policy, up to and beyond termination of employment.

This policy will also extend to any and all subcontractors to the Group.