



## **Drug & Alcohol Policy**

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### **Purpose**

To establish guidelines that ensure a safe, healthy and productive alcohol and drug-free work environment for all Employees, Temporary Workers and PSC Workers of Magnus Search.

### **Scope**

This policy affects and applies to all Employees, Temporary Workers and PSC Workers of Magnus Search.

### **Policy**

Being in the possession or under the influence of a drug or alcohol while at work poses serious safety and health risks to the user, co-workers and the public. Therefore, Magnus Search has established the following policy to ensure an alcohol and drug-free work environment:

Magnus Search has a zero tolerance for the possession and use of alcohol, illegal substances, or the misuse of prescription medications during work hours or the presence of these substances in the body during work hours regardless of when consumed.

Drug and alcohol tests may be administered pre-registration, during an assignment, post accident, for causes or randomly.

A positive test result is any amount of alcohol, illegal substance or misuse of prescription medication as revealed by the test. A positive test result or reasonable suspicion of the use of alcohol, illegal substances, or the misuse of prescription medications will result in you being removed from the client's premises and being offered no further assignments. Anybody found in possession of alcohol or illegal substances will result in you being removed from the client's premises and being offered no further assignments .

Failure to submit to a drug/alcohol test when requested or leaving the clients premises without completing the test is grounds for being offered no further assignments. Other behaviors will be considered a refusal; tampering with the specimen or not reporting for a drug test without a valid reason immediately following an accident.