

DRUG AND ALCOHOL POLICY

SCANEX ENTERPRISES LIMITED offers services such as vehicle rental services, international freight forwarding, heavy equipment lease and customs clearance.

SCANEX ENTERPRISES LIMITED strives to provide a safe work environment and encourage personnel health and wellbeing. **SCANEX ENTERPRISES LIMITED** consider the abuse of drugs or alcohol on the job to be unsafe. It is therefore the company policy is designed to ensure that Drug and Alcohol Policy is implemented projects & workplace is drug and alcohol-free work environment for all employees. This Policy applies to all personnel who perform any activity under **SCANEX ENTERPRISES LIMITED** control.

- Company has a policy of **zero tolerance** regarding the use or possession of illegal substances at its operational and Construction facilities.
- Company has a policy of **zero tolerance** regarding the possession and use of alcohol at its operational area and facility.
- Prescribed or 'over the counter' medicines which could affect an individual's performance or judgment must be declared to and discussed Company team prior to use on working days. Failure to do so will be violation of this policy.
- Company reserves the right to test his personnel at its Projects for substance abuse in the following circumstances.
 - Pre-employment / Periodic or Pre-placement testing
 - Post Incident testing
 - Reasonable Suspicion testing
 - Safety Assurance testing
 - Return to Work Testing after a Positive Prohibited Substance Test
 - Follow up testing
 - Site/Location Unannounced testing

Any employee who refuses to undergo a test required by this policy; adulterates or makes a substitution of a requested specimen, will be subject to discipline, up to and including dismissal.

Scanex Enterprises Limited

Director

Date: 17/09/2021



Kanan Sadigli