



## ALCOHOL & DRUG USE POLICY

**ARL Policy is to consist of a Zero% limit for Alcohol , Illegal Drugs and any Legal Drug that will impair work performance driving to an from and while at the work place .**

This Policy shall apply to all existing Full time, Part time, Casual and all direct subcontractors to ARL laboratory Services. It shall be read in conjunction with Drug and Alcohol procedure.

The purpose of this policy is to eliminate the possible injury or potential negative effects resulting from alcohol and drug use and abuse in the work environment which also extends to the driving of company vehicles to and from the work place.

ARL Laboratory Management and the Staff are fully committed to providing and maintaining a work environment at ARL office or their clients' workplace that ensures the OH&S of all employees and others at work that maybe directly or indirectly associated with employees of ARL.

A safe work environment shall include the respectfully treating others employees in workplace. The uses of drug and alcohol at work place may impair an employee's ability to perform their work safely. It may also effect efficiently of other work colleagues, customers and others.

It is responsibility of all ARL staff to ensure that their performance at work is not affected by alcohol consumption or substance misuse. Staff attended the office, working with machinery or driving for company purpose or while driving company vehicle in the course of their work should not consume alcohol or drugs at all in the course of their time at work regardless of the shift time they are working.

ARL staff should not have in their possession, Illegal drug or Alcohol while working or driving company vehicles. Any staff member found to have been in possession of these substances at work will lead to disciplinary action and may also lead to instant dismissal.

**ARL Management wishes all of you the very best and a Safe Working Environment. We also urge you to come forward and make suggestions that will benefit this Policy**

Rizwan Ali  
(MD & CEO)