Drug & Alcohol Policy

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Release Date:	28.5.2026	Approved By:	Adrian Spalatu
Review Due:	27.5.2027	Signature:	
Reference Standards:	ISO 9001:2015 - Quality Management System ISO 14001:2026 – Environmental Management System ISO 45001:2018 – Health & Safety Management System		

Policy Statement

In compliance with the Drug-Free Workplace Act of 1988, Evikom has a longstanding commitment to provide a safe, quality-oriented and productive work environment. Alcohol and drug misuse poses a threat to the health and safety of Evikom employees and to the security of the company's equipment and facilities. For these reasons, Evikom is committed to the elimination of drug and alcohol use and misuse in the workplace. This policy applies to all employees and all applicants for employment of Evikom.

Whenever employees are working, are operating any Evikom vehicles, are present on Evikom premises or are conducting company-related work offsite, they are prohibited from:

- Using, possessing, buying, selling, manufacturing or dispensing an illegal drug (to include possession of drug paraphernalia).
- Being under the influence of alcohol or an illegal drug.
- Possessing or consuming alcohol.

The presence of any detectable amount of any illegal drug, illegal controlled substance or alcohol in an employee's body system, while performing company business or while in a company facility, is prohibited.

Evikom will also not allow employees to perform their duties while taking prescribed drugs that are adversely affecting their ability to perform their job duties safely and effectively. Employees taking a prescribed medication must carry it in a container labelled by a licensed pharmacist or be prepared to produce the container if asked.

Any illegal drugs or drug paraphernalia will be turned over to an appropriate law enforcement agency and may result in criminal prosecution.

This Policy shall be reviewed at least annually and shall be read in conjunction with the Corporate IMS Manual[1].

Related Documents

The documents below relate to this policy and its requirements.

Reference	Title / Description	Document Location
1	PROCED30 IMS Manual	Company Drive

Version Control

Policy documents shall be reviewed by the author every 12 months.

Version	Release Date	Details of Change(s)	Author	Reviewed By
1.0	28.5.2026	Review and approval for issue	Adele Morrough	Adrian Spalatu
0.1	25.5.2026	Initial draft	Adele Morrough	Evikom