



Alcohol & Substance Abuse Policy

The use of alcohol and substance abuse at work is subject to ICS company regulations; it impairs performance and constitutes a serious threat to health and individual safety.

In order to eliminate these risks and to maintain a healthy and safe workplace, ICS will ensure that the introduction, use, distribution or sale of alcohol within company premises and sites or whilst performing any company related activities, is strictly prohibited.

While under the influence of alcohol or drugs, ICS employees would be strictly refused entry to the workplace / work site. This also applies to external providers who will not be able to access or stay in ICS premises.

Any employee showing signs of alcohol dependence or drug addiction identified; in particular during medical examinations may be subject to a specific medical follow-up by relevant services.

ICS reserves the right to conduct alcohol and substance abuse testing on its personnel at any time subject to local applicable legislation and company regulations.

ICS recognizes alcoholism and substance abuse dependency as a serious threat to health and is committed to implementing regular preventive actions regarding the use of alcohol and substance abuse.

It is the responsibility of each manager to implement this policy in his or her area of accountability.


Andrew Kasekende
Director
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