

DRUG AND ALCOHOL POLICY

This Drug and safety policy is put to place to ensure safety to the public, and to maintain a safety in the work environment at Rucha Enterprises. This policy extends to all employees of the company to help prevent accidents or other incidents caused by drug and alcohol use.

All employees need to adhere to the following:

- Possession, use or sale of alcohol on company premises during work hours will not be tolerated.
- Possession and use/sale of illegal drugs is strictly prohibited at any time
- Reporting to work under the influence of alcohol and drugs is prohibited. (Exceptions: prescription drugs will be allowed with a proper proof of prescription. A statement by a physician would be required stating that the prescribed drugs will not impair performance at work.
- Drug testing will be conducted for new employees and refusal will lead to an ineligibility for employment.
- Applicants will be tested for the presence of controlled substances such as Marijuana, cocaine opiates, amphetamines and so on. Applicants will be subject to pre-employment, reasonable cause, periodic, random, and post-accident drug testing.
- All individuals subjected to drug testing **MUST TEST NEGATIVE** for the presence of the above-mentioned substances. Any positive results will lead to immediate termination from employment.
- Rucha Enterprises reserves the right to conduct random, searches of boxes, clothing and personal belongings carried on and off company property
- Information concerning violations of policy and test results will be treated as confidential information.

ALCOHOL AND DRUG POLICY ACKNOWLEDGMENT

I, _____, acknowledge that I have read the alcohol/drug policy of Rucha Enterprises, and I understand that violation of this policy will be grounds for immediate termination of my employment.

Signature_____

Date_____