



Advanced Access Platforms Ltd

Alcohol and Substance Abuse Policy

Advanced Access Platforms Ltd is a drug and alcohol-free workplace. The use of or being under the influence of illegal drugs and/or alcohol is inconsistent with the behaviour expected of employees. The use of illegal drugs and alcohol and misuse of prescribed and over the counter drugs subject's employees and visitors to unacceptable safety risks that undermine the Company's ability to operate safely, effectively and efficiently.

The use, possession, distribution or sale of controlled substances such as drugs or alcohol, being under the influence of such controlled substances (drugs and alcohol) or testing positive for alcohol or any drug including, but not limited to, inactive components or metabolites associated with the use of such drugs is strictly prohibited while on duty, while on Company premises or work sites or while operating the Company's equipment or vehicles.

Our Company participates in post-offer, random and post-accident drug and alcohol testing. If injured on the job you will be expected to participate in a drug and alcohol test immediately following the injury.

All testing is done by an independent, accredited testing company and failure to offer a sample will also be deemed as gross misconduct.

John Corcoran

Managing Director

January 2018

