



**A&S Ltd. COMPANY**  
**DRUG, ALCOHOL POLICY**

It is the policy of the A&S Ltd. Company to maintain a workplace and workforce free of drugs, alcohol and other such substances. This **zero tolerance** drug and alcohol policy addresses the use of drugs and alcohol at work, working while under the influence of drugs or alcohol, The presence of illegal drugs, alcohol or other such substances in one's system, on one's person, on A&S LTD. Company Premises, while conducting Company Business or while operating company vehicles, machinery or equipment is prohibited by this policy. Compliance with the policies and guidelines set forth herein below is a condition of beginning and continued employment with the A&S LTD. Company. It supersedes any other A&S LTD. Company policy or practice on this subject. At any time, the A&S LTD. Company may, at its sole discretion, amend, supplement, modify or change any part of this policy without any prior notice whatsoever.

**PROHIBITION OF ILLEGAL DRUGS, ALCOHOL OR OTHER SUCH SUBSTANCES**

At any time while an Employee is on A&S LTD. Company Premises or on A&S LTD. Company Business the following activities are strictly prohibited:

1. The use of or abuse of any Illegal Drug, Alcohol or Other Such Substances;
2. The possession, transport, transfer or purchase of Illegal Drugs, Alcohol or Other Such Substances;
3. The presence in the body, presence on one's person or reporting to work under the influence of Illegal Drugs, Alcohol or Other Such Substances;
4. The sale or marketing of Illegal Drugs, Alcohol or Other Such Substances or other drug related paraphernalia;
5. The use, abuse, presence in one's system or possession of Illegal Drugs, Alcohol or Other Such Substances while utilizing, operating or in control or possession of Company property, including Company owned, leased or rented equipment and/or vehicles;
6. Using, consuming, transporting, distributing or attempting to distribute, manufacture, or dispense Illegal Drugs, Alcohol and Other Such Substances.
7. If any of the Company's employees uses drugs prescribed by doctor he requires to inform his Supervisor and possess official prescription with a necessary stamps and doctors name on it. This will make it possible for Supervisor to decide if employee fit enough for any particular job.

**DRUG/ALCOHOL TESTING**

If an accident or incident occurs involving an Employee while on A&S LTD. Company Business or if there is a suspicion that any of company's employee is under affect of the drug or alcohol on A&S LTD. Company Premises, no matter how minor or insignificant, the A&S LTD. Company may require a drug and/or alcohol test. A drug and/or alcohol test may also be required after any situation where there has been a "Near Miss" incident or accident, even though no injury or property damage occurs. When there is reasonable cause to suspect that an Employee's behavior, performance, error in judgment, or unsafe actions are related to the use or abuse of Illegal Drugs, Alcohol or Other Such Substances, the A&S LTD. Company may require that the Employee submit to a drug and/or alcohol test. Failure by an Employee and/or his supervisor to report any accident or incident which meets the post-accident or post-incident testing criteria is in violation of this A&S LTD. Company Policy and subject to disciplinary action which includes, without limitation, immediate termination.

**Radjab Ibrahimov**  
**General Director**



Revision: 15 January 2015