

Drug and Alcohol Policy

Response Consultants is committed to a safe, healthy, and productive workplace for all employees and associated persons. We recognise that alcohol, drug, or other substance abuse by employees and associates may impair their ability to perform properly and will have serious adverse effects on the safety, efficiency and productivity of other employees and the company as a whole. The misuse of legitimate drugs, or the use, possession, distribution or sale of illicit or un-prescribed drugs on company premises, is strictly prohibited and is grounds for termination. Possession, use, distribution or sale of alcoholic beverages on company premises is not allowed without prior approval from the Managing Director. Being unfit for work because of use of drugs or alcohol is strictly prohibited and is grounds for termination of employment. While this policy refers specifically to alcohol and drugs, it is intended to apply to inhalants and all other forms of substance abuse.

Response Consultants recognise alcohol or drug dependency as a treatable condition. Employees who suspect they have alcohol or drug dependency, are encouraged to seek advice and to follow appropriate treatment promptly before it results in job performance problems. Those employees who follow approved treatment will receive disability benefits in accordance with the provisions of established benefit plans.

No employee with alcohol or drug dependency will be terminated due to the request for help in overcoming that dependency or because of involvement in a rehabilitation effort. However, an employee who has had or is found to have a substance abuse problem will not be permitted to work in designated positions identified by the Managing Director as being critical to the safety and well-being of employees, the public, or the company. Any employee returning from rehabilitation will be required to participate in a company-approved after-care programme. If an employee violates provisions of the employee Alcohol and Drug Use Policy, appropriate disciplinary action will be taken. Such action cannot be avoided by a request at that time for treatment or rehabilitation. If an employee suffering from alcohol or drug dependency refuses rehabilitation or fails to respond to treatment or fails to meet satisfactory standards of effective work performance, appropriate disciplinary action, up to and including termination, will be taken. Response Consultants may conduct unannounced searches for drugs and alcohol on company owned or controlled property.

Response Consultants may also require employees to submit to medical evaluation or alcohol and drug testing where reasonable cause exists to suspect alcohol or drug use, including following workplace incidents. Unannounced periodic or random testing will be conducted when an employee meets any one of the following conditions: has had a substance abuse problem or is working in a designated position identified by management, a position where testing is required by law, or a specified executive position. A positive test result or refusal to submit to a drug or alcohol test is grounds for disciplinary action, including termination.