



# UNIQUE CONSTRUCTION & ENGINEERING SERVICES (PVT.) LTD.

## SUBSTANCE ABUSE POLICY

Substance abuse shall be considered unacceptable and shall be dealt with as a major violation of company norms. Zero tolerance shall be the minimum measure.

- Use of intoxicating items, narcotics and other illegal drugs that may affect the normal physical or mental performance shall be considered Substance Abuse.
- Any addiction to otherwise acceptable items by approved physician e.g. anti-depressants may fall under substance abuse.
- Use of mild socially acceptable substances during duty hours shall be treated as same.
- Worker shall be subject to health screening if, suspected of substance abuse at the time of joining or thereafter.
- All will be encouraged to report any person or group involved in substance abuse.
- Health and social harms of substance abuse shall be effectively communicated to the employees.
- Any person involved in promoting substance abuse on company site shall be immediately barred from the premises.
- Unique Construction & Engineering Services (Pvt.) Ltd. shall promote NGO's helping substance abusers rehabilitate.

Approved by:

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Chief Executive Officer