



Interno Company for General Contracting & General Trading Ltd

**HSE
MANAGEMENT SYSTEM
MANUAL**

**ISO 14001:2015
OHSAS18001:2007**

DRUGS AND ALCOHOL POLICY

Interno Company is committed to maintaining a drugs and alcohol free work environment. The presence of drugs and alcohol at the workplace poses a tremendous threat to employee safety and security.

To deliver on our commitment, we will:

- Announce & distribute INTERNO COMPANY Drugs and Alcohol Policy to all employees, subcontractors and clients as appropriate.
- Comply with all applicable drugs and alcohol laws, regulations and statutory obligations.
- Routinely observe our employees for behavior which would indicate a drug or alcohol problem and implement proactive preventive measures before this behavior results in harm to employees and general public.
- Strictly prohibit the use, sale, transfer or possession of illegal drugs or controlled substances anywhere by any employees and subcontractors whilst on duty.

Failure to follow the rules regarding this Drugs and Alcohol Policy will result in disciplinary action up to and including termination.

Eileen Rassam, General Manager

**Erbil Kurdistan - Iraq
Dec 2016**

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