



Alcohol and Drug Policy

Acuiti Labs maintains a strict policy regarding the use of alcohol and drugs to ensure a safe and productive work environment. Country-specific addendums provide further information as necessary.

Key Principles:

- **Prohibition:** The use, possession, distribution, or sale of illegal drugs or alcohol on company premises is strictly prohibited.
- **Impairment:** Employees must not report to work or

perform job duties while under the influence of alcohol or drugs that impair their ability to perform safely and effectively.

Testing and Compliance:

- **Drug Testing:** The company may conduct drug testing as part of the hiring process or if there is reasonable suspicion of drug use.
- **Disciplinary Action:** Violations of the alcohol and drug policy may result in disciplinary action, up to and including termination of employment.

Support for Employees:

- **Employee Assistance Program (EAP):** Confidential counselling and support services are available for employees struggling with substance abuse.