



# SUBSTANCE ABUSE POLICY

## FOR PERSONS ENTERING NNAC, INC. (NNAC) OPERATIONS

### SUBSTANCE ABUSE POLICY

It is the policy of NNAC that the unlawful manufacture, distribution, dispensation, possession and or detectable presence of a controlled substance in one's body, is prohibited on NNAC property or at a NNAC job site. Any contractor, customer, vendor or visitor who violates this policy will be subject to disciplinary action up to and including **removal from the property.**

### DEFINITIONS

- **Controlled substance** means illegal drugs, prescription drugs when taken in excess or without a prescription, or alcohol.
- **Substance abuse** means the misuse or illicit use of a controlled substance.

### SCOPE

NNAC has a strong commitment to persons entering our properties to provide a safe and secure workplace and to establish programs promoting high standards of health. The purpose of this policy is to state the NNAC philosophy with respect to substance use and abuse and to provide management with practical guidelines for its administration when dealing with persons on our property. This policy applies to all contractors/customers/vendors/visitors entering any NNAC property or job site location. NNAC does not condone substance abuse. It is the expectation of the Company that each person will be law-abiding and responsible for maintaining satisfactory and safe performance while on NNAC property.

Agreed & Approved by: \_\_\_\_\_ Date: \_\_\_\_\_