

# Drug & Alcohol Policy

The logo for MMH, consisting of the letters 'MMH' in a bold, white, sans-serif font, enclosed within a white rectangular border with rounded corners.

MMH has an obligation to:

- Provide a Safe and Healthy work environment for all its employees
- Eliminate potential Health and Safety hazards created by alcohol and drug abuse.

MMH will ensure that all employees, contractors, sub-contractors and suppliers whether in the office or on site, under the influence of alcohol or non-prescribed drugs are not permitted to commence or continue work. In addition, MMH will ensure that where applicable, prescribed limits of drugs and alcohol concentration level whether by legislation or contract are strictly adhered to.

Personnel in the workplace who appear to be affected by alcohol or other substances will be immediately removed from risk or danger to themselves and others. Disciplinary action will be taken as and when necessary.

MMH management is committed to:

- Provide information and assistance to persons seeking help for alcohol and/or drug problems.
- Ensure employee participation in counseling or rehabilitation.
- Maintain confidentiality in all matters relating to counseling and rehabilitation.
- Ensure that persons are not disadvantaged due to undertaking counseling and rehabilitation.
- Provide random drug and alcohol testing of personnel where appropriate.

All third parties are expected to recognize and cooperate with our policy and commitment.

**Angelique Abela**

Executive Chairperson

