**Drug and Alcohol Testing program Policy**

It is a priority for SKY Vision Airlines to maintain a safe and healthy work environment, and to perform functions that have a direct impact on safety in all activities and operations of the company with the highest level of effectiveness and efficiency.

Therefore, SKY Vision Airlines will activate the drug and psychoactive substance testing program and the alcohol abuse prevention program starting from ***Thursday 10/12/2023***.

According to Egyptian law, employees of SKY Vision Airlines will be tested for all the following positions:

* Members of flight crews.
* Aircraft dispatchers.
* Aircraft maintenance engineers and preventive maintenance employees.
* Security personnel.
* Passenger / Baggage Handling Supervisors / Employees
* Ground Operations Officers
* Senior and Middle Management Positions
* All Administration Employees

**Substances for which testing must conducted:**

In accordance with the Egyptian Civil Aviation Authority legislation, SKY Vision Airlines tests every employee performing a job that is directly related and sensitive to safety for evidence of Marijuana, Cocaine, Opiates. Phencyclidine (PCP) and Amphetamines.

SKY Vision Airlines requires all employees to adhere to the program procedures, undergo drug testing and comply with the Egyptian Civil Aviation Authority legislation:

ECAA rules "ECAR part 121, subpart O, Appendix and Appendix J"

Safety Manager

Farag Nazmy

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Accountable Executive

Amr Abd Elzaher