# Drug and Substance Abuse Policy

Kamwenda Engineering Associates and logistics Consultants Ltd recognizes alcohol and drug abuse in the workplace can cause accidents, poor performance and negatively affect the health and safety of not only the user but other employees as well.

It impacts negatively on the quality of service delivery and undermines client confidence in the company.

Use of illegal drugs and other substance abuse, advertisement and promotion of the same is prohibited in the place of work.

Reporting to work while intoxicated is strictly prohibited. Contrary to this may result in immediate disciplinary action and may include termination of employment.

The company shall endeavor to coordinate the prevention, early detection and management of drug abuse through education, advocacy empowerment and enforcement liaison for a productive workplace.

Employees who have problems with alcohol and drug abuse will be treated as persons suffering from normal health problems. Therefore, in such circumstances, the employer though having the authority to

discipline will offer counseling, treatment and rehabilitation alternatives before consideration is given to

imposition of disciplinary measures.