

Recognizing that employees are the most important asset of any organization and that the health and safety of every single employee is of most concern to Tamex de Queretaro, LLC, this policy is being implemented for the purpose of eliminating drug use and its negative consequences on the workplace. Employees who abuse drugs are a danger to themselves, their co-workers, and the Company.

For purposes of this policy, Company is defined to be: TAMEX DE QUERETARO, LLC.

For purpose of this policy, “drugs” are defined to be:

- Alcohol;
- Inhalants or illegal drugs, including narcotics, marijuana, cocaine, designer drugs such as ecstasy, hallucinogens, illegal inhalants, or any other drug not legally obtainable;
- Prescription drugs, except when taken as directed by the employee’s doctor (documentation may be required)

For purpose of this policy, “workplace” is defined as:

- Any company premises;
- In any vehicle owned or leased by the Company;
- On any work site while representing the Company.

All applicants for employment by the Company may be required to submit to a pre-employment drug screening prior to starting work as a new employee. A positive result on the drug test will result in the applicant being rejected.

Any employee injured in a job-related accident may be required to submit to a drug test in conjunction with treatment for the injury. A refusal to take the test or a positive test result will be considered misconduct and grounds for immediate termination, and any result in a denial of benefits.

Random testing may also be conducted.

Reporting to work under influence of drugs, consumption of drugs during work hours, and/or possession, sale or transfer of illegal drugs at the workplace will all be considered misconduct and grounds for immediate termination.

While we do not sponsor, participate, or endorse any specific drug treatment or education programs, such programs are available through public and private workplace. Employees who abuse drugs are a danger to themselves, their co-workers, and the company facilities in our area. Affected employees are encouraged to seek assistance for themselves and their dependents.

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Applicant’s signature

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Witness Signature

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Date