1st July 2026

Alcohol & Drug Abuse Policy

Masheed Engineering & Contracting Company LLC prioritizes a fit-for-work environment, emphasizing that employees are responsible for their condition while on duty. The presence of employees impaired by alcohol, illicit drugs, or misuse of prescription or over-the-counter medications during working hours is strictly prohibited. Such impairment will be regarded as serious misconduct, leading to immediate disciplinary action.

It is the policy of Masheed Engineering & Contracting Company LLC to:

- **Prohibit Alcohol Use:** Strictly prohibit the consumption of alcohol during working hours.
- **Prohibit Illicit Substances:** Forbid the use, consumption, or distribution of alcohol or illicit drugs at any Masheed Engineering & Contracting Company LLC work location or camp.
- **Medication Disclosure:** Require individuals to consult with the Masheed Engineering & Contracting Company LLC HSE Department to identify any potential side effects from prescribed drugs or medications that could affect their work performance. It is the individual' s responsibility to inform their supervisor.
- **Discretionary Testing:** Conduct alcohol and drug abuse testing at the company' s discretion, particularly in circumstances such as abnormal behavior, reliable information of impairment, or following an incident.
- **Disciplinary Action:** Implement immediate disciplinary action, including instant dismissal, for any misconduct resulting from impairment by alcohol or drugs.
- **Resource Commitment:** Commit the necessary resources to achieve and maintain a drug-free and alcohol-free environment.
- **Full Support Expected:** Expect full support for this policy from all employees and all entities conducting business with the company.
- **Subcontractor Compliance:** Apply this policy rigorously to all subcontractors.

MANAGING DIRECTOR