



QUALITY IS OUR DRIVING FORCE ®



Slay Transportation Co., Inc. Drug and Alcohol Policy January 15, 2022

Slay Transportation Co., Inc. is committed to achieving and maintaining a safe and productive work environment for all drivers and employees. Drug use and alcohol misuse may pose a serious threat to the health and safety of any person. It is the policy of Slay Transportation to prevent the use of drugs and the abuse of alcohol from having an adverse effect on all drivers and employees and to conduct a testing program for all drivers to insure adherence to appropriate regulations.

DOT DRUG AND ALCOHOL POLICY FOR DRIVERS

The serious impact of drug use and alcohol abuse has been recognized by the federal government. The Federal Motor Carrier Safety Administration (FMCSA) has issued regulations that require Slay Transportation to implement an alcohol and controlled substance testing program. The purpose of the FMCSA-issued regulations is to establish programs designed to help prevent accidents and injuries resulting from the misuse of alcohol or the use of controlled substances by drivers of commercial motor vehicles. Slay Transportation will comply with these regulations and is committed to maintaining a drug-free and alcohol-free workplace. In addition, Slay Transportation is committed to comply with the Responsible Care® related requirements to which we voluntarily ascribe.

It is the policy of Slay Transportation that the use, sale, purchase, transfer, possession, or presence in one's system of any controlled substance by any driver in violation of DOT regulations, while on company premises, engaged in company business, operating company equipment, in the performance of DOT safety-sensitive functions, or while under the authority of Slay Transportation is strictly prohibited. Only medication that has been properly prescribed by a licensed medical practitioner will be considered acceptable.

It is the policy of Slay Transportation that the use, sale, purchase, transfer, possession, or presence in one's system of any alcoholic beverage in violation of DOT regulations, while on company premises, operating company equipment, in the performance of DOT safety-sensitive functions, or while under the authority of Slay Transportation is strictly prohibited.

DRUG AND ALCOHOL POLICY FOR NON-DRIVING EMPLOYEES

Slay Transportation is committed to providing a drug-free, alcohol-free, safe and secure work environment. The company will not tolerate the use of drugs or alcohol on our premises, nor will the company allow employees to work while they are under the influence of alcohol or controlled substances. Only medication that has been properly prescribed by a licensed medical practitioner will be considered acceptable. Each employee is expected and required to report to work so as to be able to perform his or her assigned duties. Using, or being under the influence of drugs or alcohol may create serious safety and health risks not only for the employee but others in the workplace and is, therefore, prohibited.

The Drug and Alcohol Policy is endorsed and supported by the Slay Transportation Leadership Team.
