

## *DRUG AND ALCOHOL POLICY*

El Race Construction & General Contracting Company LLC (RCC) is committed to upholding the highest international standards in construction projects, including building projects, related contracting services, and general maintenance. We prioritize the health, safety, and well-being of our employees, customers, visitors, and the community at large.

**Purpose:**

EL RACE is committed to maintaining a safe, healthy, and productive work environment for all employees. This Drugs and Alcohol Policy is designed to prevent substance abuse and ensure that all employees can perform their duties safely and efficiently

**Scope:**

This policy applies to all employees, contractors, and subcontractors of El Race, regardless of their position or employment status. It covers the use, possession, distribution, and influence of drugs and alcohol in the workplace.

**Policy:**

**1. Prohibited Conduct.**

- The use, possession, sale, or distribution of illegal drugs or alcohol on company premises or while performing company business is strictly prohibited.
- Employees must not report to work or perform any job duties while under the influence of illegal drugs or alcohol.
- The misuse of prescription drugs or over-the-counter medications that impair an employee's ability to perform their job safely is also prohibited.

**2. Prescription and Over-the-Counter Medications:**

- Employees using prescription or over-the-counter medications that may affect their ability to perform their job safely must inform their supervisor. The company may require medical clearance before allowing the employee to continue working.

**3. Drug and Alcohol Testing:**

EL RACE reserves the right to conduct drug and alcohol testing under the following Circumstances.

- Reasonable Suspicion: If there is reasonable suspicion that an employee is under the influence of drugs or alcohol.
- Post-Accident: Following any workplace accident or incident that results in injury or significant property damage.
- Random Testing: Periodic random testing may be conducted without prior notice.

**4. Consequences of Policy Violation:**

- Violation of this policy may result in disciplinary action, up to and including termination of employment.
- Employees who test positive for drugs or alcohol may be offered the opportunity to participate in a rehabilitation program at their own expense. Successful completion of the program may be considered in determining further employment action.

**5. Support for rehabilitation:**

RCC encourages employees with substance abuse issues to seek help and may provide access to rehabilitation programs or counseling in collaboration with local health authorities, subject to company discretion and legal compliance.

Dated: 03/01/2026

**Mohammed Mahmoud M Abu Ebeid**

General Manager

