

Alcohol, Drugs & Substance Abuse Policy

Ever Stone Building Contracting LLC

Ever Stone Building Contracting LLC is committed to providing a safe, healthy, and productive work environment free from the risks associated with alcohol and drug abuse. This policy prohibits the use, possession, sale, or distribution of illegal drugs or alcohol on company premises, vehicles, or project sites.

Employees must report to work fit for duty, without impairment caused by substances that could affect performance or safety. The use of prescribed medications that may impact work must be disclosed confidentially to management.

Random and for-cause drug and alcohol testing may be conducted in accordance with UAE laws and company procedures to ensure compliance and workplace safety. Refusal to comply with testing may lead to disciplinary action.

Any employee found in violation of this policy may face disciplinary measures, including suspension or termination. Support and referral programs may be offered to those seeking help with substance abuse issues.

Supervisors are trained to recognize signs of impairment and handle such situations professionally and discreetly. Employees are encouraged to report concerns confidentially without fear of retaliation.

By enforcing this policy, Ever Stone protects the health, safety, and wellbeing of its workforce, clients, and the public.