

## Substance Abuse Policy

SENERGY SERVICES is committed to providing a drug free environment. Not only can the use and /or abuse of drugs and alcohol jeopardize the health, safety and well-being of the individual user and other co-workers, but it also results in absenteeism and productivity concerns, higher workers' compensation costs and health/disability premiums, and endangers the safety of the general public.

Since our personnel are our most valuable resources, and safety of our personnel and the public are important to us, we have developed and publishing this substance abuse policy to help us contribute to the solution of this very difficult health and social problem. Our policy is intended to accurately detect and deter the use and abuse of drugs and alcohol in our workplace, while respecting the dignity and privacy of all of our personnel.

Therefore, it is the policy of S.S.C that the possession, sale or use of illegal drugs is not consistent with S.S.C needs to operate in a safe and efficient fashion. For that reason, No personnel of S.S.C may use or possess unlawful drugs. This policy also prohibits personnel from such use that impairs his/her performance of work on the job, as well as prohibiting use while on S.S.C business at any time, whether on the property or off.

Personnel are also prohibited from using alcoholic beverages during working hours or within six (6) hours prior to reporting for duty, and/or being under the influence of alcohol while at work or on S.S.C time. Normay any personnel use or possess alcohol on S.S.C property in any unauthorized manner, or bringing alcohol into S.S.C' property for the purpose of such use.

Violation of any portion of this policy will subject the personnel to appropriate disciplinary measures, up to and including termination. All personnel in position considered by the S.S.C to be safety sensitive shall be subject to urine testing prior to employment or job assignment, following an accident on S.S.C property or on S.S.C business or prior to return to duty. Moreover, any personnel whose conduct, appearance or behavior may tend to suggest that the individual is impaired or otherwise not fit to perform the tasks of his or her job and is under the influence of drugs or alcohol will be required to submit to urine testing. If any of the above mentioned testing conditions are met, a confirmed positive test will lead to discipline, up to and including termination.

S.S.C decision to test personnel and job applicants has been made to assist S.S.C in advancing the objectives of this Substance Abuse Policy. All testing will be conducted using accepted professional and technical standards and in a manner which respects and recognizes the dignity and privacy of our personnel.

The elements of this Substance Abuse Policy are intended to achieve the overall goal of fostering a drug free workplace and a healthy, safe environment of our personnel. Although this policy has been carefully amended. Personnel will be notified if any changes are made.

**This policy applies to Senergy Services and all Subsidiaries**



Sherif Badawy

CEO

