

Drug and Substance Abuse/Drug-Free Workplace Safety Policy

E-VISION PROJECT DEVELOPMENT CORPORATION aims to provide a safe and productive work environment. It is E-VISION PROJECT DEVELOPMENT CORPORATION's policy that Independent Contractors shall not be involved with the unlawful use, possession, sale, or transfer of drugs or narcotics in any manner that may impair their ability to perform assigned duties or otherwise adversely affect their performance while on E-VISION PROJECT DEVELOPMENT CORPORATION business.

Alcohol abuse or illegal drug use and its physiological effects represent a threat to the well-being and security of individuals connected with E-VISION PROJECT DEVELOPMENT CORPORATION and could cause extensive damage to the company's reputation and community standing. As such, all Independent Contractors are expected to report for work and remain in a condition to perform assigned duties free from the effects of alcohol and drugs.

Any involvement with alcohol or drugs that adversely affects the workplace, or the work environment will not be tolerated. If dictated by written contract with the prime client or agency, E-VISION PROJECT DEVELOPMENT CORPORATION reserves the right to conduct drug testing for the following reasons: random screenings, pre-employment, post-accident, fitness for duty, and probable cause.

Workplace Safety

It is the policy of E-VISION PROJECT DEVELOPMENT CORPORATION to comply with applicable laws, rules, and regulations for occupational safety and health standards, including those issued under the Occupational Safety and Health Act. Independent Contractors are encouraged to use safe work practices and promote a work environment free from recognized hazards.

E-VISION PROJECT DEVELOPMENT CORPORATION is also committed to providing a safe workplace that is free from violence or threats of violence. E-VISION PROJECT DEVELOPMENT CORPORATION does not tolerate violent behavior, whether direct or indirect, through the use of Company facilities, property, or resources. Violent or threatening behavior includes, but is not limited to threatening violence, harm, or suicide; interference with an individual's legal rights through intimidation or threats; conduct that disrupts the workplace; aggressive or out-of-control behavior; harassing or intimidating behavior; and brandishing a weapon in the workplace.

All cases of unsafe work practices, or threats of workplace violence, should be immediately reported to the appropriate E-VISION PROJECT DEVELOPMENT CORPORATION Contact Person: Simone N. Whiteside 864.529.9731

GUIDELINES ACKNOWLEDGEMENT

- Complete Contractor orientation and sign off process.
- Sign Contract and fill out any and all relevant paperwork prior to the commencement of any work – failure to do so, may result in a delay in payment for services provided to the E-VISION PROJECT DEVELOPMENT CORPORATION.
- Whenever performing work always check in with your E-VISION PROJECT DEVELOPMENT CORPORATION contact to inform them you are on site and review any hazards that may exist at present.
- It is the responsibility of the Contractor/Sub-Contractor and/or their employees to not endanger any employee or the public through your actions at the worksite.
- Ensure all equipment and/or machinery is safely stored during non-work hours and will not cause any danger or hazard.
- Communicate and control all hazards, either real or potential, for the staff and public to E-VISION PROJECT DEVELOPMENT CORPORATION Contact Person: Simone Whiteside 864.529.9731
- You are responsible to conduct a daily site assessment, to determine if there are any hazards, prior to the commencement of work.
- You must immediately cease work should it be rendered dangerous. In such cases you should contact the E-VISION PROJECT DEVELOPMENT CORPORATION immediately.
- Communicate to E-VISION PROJECT DEVELOPMENT CORPORATION any work that will require safeguards or special precautions on the part of the contracted project.
- If you have good reason to believe the work you are asked to do poses an imminent danger, to yourself or another worker or the public, you must refuse to do it. An “imminent danger” means a danger, which is not normal for your job, or any danger under which a person would not normally work.

CONTRACTOR ACKNOWLEDGEMENT

I understand that if I have questions, at any time, regarding the Drug/Workplace Safety policy, I will consult with E-Vision Project Development Corporation

Please read the Drug/ Safety policy carefully to ensure that you understand the policy before signing this document.

Contractor Signature: _____

Contractor Printed Name: _____

Receipt By: _____

Date: _____

