



ALCOHOL AND DRUG-FREE WORKPLACE POLICY

Policy Statement

Stronghold Security Services Inc. is committed to maintaining a safe, productive, and professional work environment. To that end, the company strictly prohibits the use, possession, distribution, or influence of illegal drugs and the abuse of alcohol or prescription medications in the workplace.

Prohibited Conduct

The following actions are considered violations of this policy:

1. **Operating any company-owned or client-owned vehicle** while under the influence of drugs or alcohol.
2. **Possessing illegal drugs or alcohol** while on company premises or while on duty.
3. **Selling or distributing illegal drugs**, whether on or off the job.
4. **Reporting to work or performing job duties** while under the influence of drugs or alcohol, or with illegal drugs present in one's system.

Concerned About a Policy Violation?

If you believe an employee of Stronghold Security Services Inc. may be in violation of our Alcohol and Drug-Free Workplace Policy, we encourage you to notify us right away.

 **Please call us at (231) 444-4478**

All reports are taken seriously and will be handled promptly and confidentially.

An International Supplier of Turn-Key Security Solutions

Stronghold Security Services, INC.
PO Box 33
LeRoy, MI 49655