**Destination Divas Transportation** is committed to being the industry leader in providing outstanding value to its customers, friendly-safe transport, and a safe and stimulating work environment for its employees. Recognizing the potential negative effects of alcohol and drugs on the organization, in particular the hazards that those individuals who abuse alcohol and/or drugs pose to themselves, their co-workers, and the general public. Destination Divas Transportation is a ZERO TOLLERANCE drug-free workplace. The company has implemented a drug and alcohol policy that keeps our employees and customers safe.

Drug and alcohol abuse is not acceptable in the workplace. The Company acknowledges its obligation to take all reasonable steps to ensure the health and safety of its workers.

This policy provides employees with the Policy Guidelines for drug/alcohol abuse and educating employees bi-annually on the dangers of drug and alcohol abuse. The drug/alcohol and substance abuse policy apply to all employees of Destination Divas Transportation. This policy may also be extended to subcontractors.

**For the purposes of this policy, the following are prohibited:**

1. Being impaired by alcohol/drugs/any intoxicating substance while at work.

2. The possession or use of illicit drugs on Company premises, at Company worksites, or in Company vehicles.

3. The presence in the body of illicit drugs (or their metabolites) while at work.

4. Refusal to submit to drug/alcohol testing, failure to report to a Company-designated facility for a drug/alcohol test or tampering or attempting to tamper with a test sample.

**Disciplinary Action**

Employees who violate the provisions of this policy are subject to disciplinary action up to and including termination of employment.

**Work Rules Governing Drug/Alcohol Abuse**

Employees are not to report to work or be at work if they are impaired by alcohol or drugs. An employee who is taking legal medication (whether or not prescribed by a physician) which may affect or impair judgment, co-ordination or perception so as to adversely affect his/her ability to perform work in a safe and productive manner, must notify his/her supervisor prior to commencing work.

**Drug and Alcohol Testing**

All employees will undergo pre-employment drug/alcohol testing, and annual or random testing thereafter. Such tests may include breath analysis, urinalysis, or any other test(s) considered appropriate.