



DRUG FREE WORKPLACE

Integrated Water Services, Inc.
(the Company)



While it is not the Company's intent to infringe upon the private lives of its employees, management has the responsibility to provide a safe and hazard free work environment. Therefore, all employees are expected to arrive at work fit for duty, and to remain so for the remainder of the work period.

No employee may enter Company or client premises while under the influence of, or have in his or her possession, any intoxicating beverage or behavior altering drug of any kind during working time. Likewise, the use, sale, transfer or possession of alcohol, drugs or controlled substances on the job, on Company or client property, in Company vehicles, or in personal vehicles while on Company business is prohibited. (Employees using medication prescribed by a licensed physician may be required to provide management with proof that such medication is safe to take while the employee is on duty. Management will have sole discretion as to whether or not it will be safe for those employees to remain on duty.)

Employees are strictly forbidden to consume alcoholic beverages or illegal drugs during work time, break times or meal periods; neither may they return to work after such breaks or meal periods under the influence of such substances. Management reserves the right to require and conduct drug or alcohol tests whenever reasonable cause exists that an employee is under the influence of alcohol or drugs.

Employees who are convicted of a drug related crime occurring in the workplace must notify the Company within five (5) days of the conviction.

Employees who voluntarily come forward to management, prior to a situation requiring testing and who cooperate with the Company with regard to treatment, may not be subject to discipline. An employee who requests a leave of absence to enter a drug or alcohol rehabilitation program will be reasonably accommodated with an unpaid leave of absence, as required by law, to enroll in such a program if such an accommodation is not an undue hardship on the Company.

Employees voluntarily entering a drug or alcohol rehabilitation program may be required to provide medical validation of satisfactory completion of the program. Employees returning to work following satisfactory completion of a rehabilitation program may be subject to drug or alcohol tests without prior notice for up to one (1) year following the return date. A recurrence of a positive drug or alcohol test following return to work may lead to disciplinary action up to and including termination.

Failure to comply with these work rules may lead to disciplinary action up to and including termination.