



## AET Substance Misuse Policy

AET is committed to providing a Substance misuse-free workplace as Substance misuse impairs employees' work performance and the safety of one's self and others, posing a threat to Health, Safety and Environment.

Under this policy, 'Substance' includes any illegal drugs, alcoholic beverages, legal psychoactive drugs obtained or used without legal prescription, and legally prescribed psychoactive drugs consumed beyond their therapeutic or prescribed uses.

It is AET's policy that the unauthorised consumption, possession, distribution, purchase or sale of any Substance, or being under the influence of any such Substance either within its premises, or while performing work and/or business for or on behalf of AET, is prohibited.

AET shall promote awareness on the potential hazards associated with Substance misuse.

AET reserves the right to test and search for Substances on any employee, contractor and sub-contractor and their employees, as well as third parties within its premises, to the extent permitted by the law of the jurisdiction in which the individual is employed or engaged.

AET employees who breach any provision of this policy may be subject to disciplinary action, including termination of employment.

AET contractors and sub-contractors and their employees, as well as third parties who breach any provision of this policy may be barred from working at or visiting any AET premises at AET's sole discretion.

AET shall, at its discretion, facilitate appropriate assistance to employees who disclose that they are suffering from a particular Substance and shall ensure the confidentiality of any employee in accordance with the laws of the jurisdiction in which they are employed.

AET requires its employees, contractors and sub-contractors and their employees, as well as third parties within its premises to adhere to this policy at all times when performing services for AET.

Signed by

**Nick Potter**  
President & CEO  
AET  
17 March 2025