



# ***Texas Welding and Industrial Services LLC***

<https://www.twaisllc.com>

## **Drug & Alcohol Policy**

*Texas Welding and Industrial Services LLC*

*Drug & Alcohol Policy*

### **1. Purpose & Brief**

*This policy aims to ensure a safe, healthy, and productive work environment by addressing the use and misuse of drugs and alcohol within Texas Welding and Industrial Services LLC.*

### **2. Scope**

*This policy applies to all employees, contractors, and visitors of Texas Welding and Industrial Services LLC.*

### **3. Prohibited behaviors**

*Consumption of alcohol during work hours, including lunch breaks.*

*Use or possession of illegal drugs on company premises.*

*Reporting to work under the influence of drugs or alcohol.*

### **4. Support and rehabilitation**

*Employees struggling with substance misuse are encouraged to seek help. Texas Welding and Industrial Services LLC offers counseling and support programs to assist in recovery.*

### **5. Consequences of violation**

*Violations of this policy, such as possession of illegal drugs, will result in disciplinary actions, up to and including termination.*

### **6. Reporting**

*Employees are encouraged to report any suspected violations to their supervisors or the HR department.*

### **7. Review**

*This policy will be reviewed annually to ensure its continued relevance and effectiveness.*

*Signature:*

*Date:* \_\_\_\_\_