



**Weber-Stephen Products LLC**

## **ALCOHOL AND DRUG POLICY**

WEBER is committed to maintaining a safe work environment for its employees, to promoting employee health, and to producing high quality products in an efficient manner. This commitment requires that the work environment be free from the effects of alcohol and illegal drugs.

All applicants for employment will be tested for drugs. An applicant who fails a drug test will not be hired and any conditional offer will be withdrawn.

All employees are to report to work fit for duty. No employee shall be at work under the influence of alcohol or illegal drugs. Employees using legal drugs prescribed by their medical provider must use only in accordance with the proper medical instruction. Employees are expected to be in suitable mental and physical condition able to perform assigned duties safely and efficiently. No employee shall possess or use alcohol or illegal drugs on WEBER premises (including parking lots) or during working hours (including lunch and rest periods). WEBER prohibits possession of related paraphernalia, sales, and purchases of all illegal and controlled substance. This includes vehicles, lockers, purses or backpacks on WEBER property. An employee who violates any of these prohibitions will be discharged.

During company events where alcoholic beverages are served (i.e., Parks, Client entertainment, etc.) employees choosing to consume alcoholic beverages are expected to indulge in moderation and conduct themselves in a professional manner. The company may provide transportation to any employee who is under the influence of alcohol at an authorized event, if it impairs the employee's ability to drive or constitutes legal intoxication.

When WEBER has a reasonable basis for suspecting that an employee has violated the foregoing provisions, it may require the employee to submit to an alcohol and/or drug test. "Reasonable cause" includes the deterioration of an employee's conduct, performance or attendance, or involvement in an accident or occupational injury at work in which the employee appears to be wholly or partially at fault. An employee who interferes with or refuses to submit to an alcohol or drug test will be discharged.

In the event of a positive test result, WEBER, at its option, may require him/her to obtain treatment and adhere to the prescribed after-care program as a condition of continued employment. Following such treatment, WEBER may require him/her to submit to random alcohol and/or drug testing and any other conditions established by WEBER. The employee will be discharged if he/she refused to undergo treatment or fails to adhere to his/her after-care program.

WEBER recognizes alcoholism and drug addiction to be medical problems, which can be treated. However, it is the employee's responsibility to seek treatment before his/her unsatisfactory conduct, performance or attendance warrants his/her discharge. Alcoholism or drug addiction do not constitute an independent reason for discharge, however by not following the above guidelines, an employee may be discharged due to failure to follow instructions.

An employee who wishes assistance in obtaining treatment for an alcohol and/or drug related issue should talk to a Human Resources Representative, who will keep the matter confidential and who will refer the employee to an appropriate agency prior to any workplace incident.

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Employee Signature

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Date

\_\_\_\_\_  
Witness Signature

\_\_\_\_\_  
Date