

# Alcohol and drug policy

We expect everyone to behave responsibly, be accountable and always comply with rules and regulations.

We will achieve this by

- zero tolerance to sale, purchase, possession or use of illegal drugs
- zero tolerance of alcohol/substance abuse at work
- encouraging moderation in association with alcohol outside working hours
- taking appropriate disciplinary actions, including potential dismissal in the case of a violation of company rules and regulations

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**John M. Lechner**  
CEO  
Archer

# Archer