

LEVEL GROUP DEVELOPERS DRUG-FREE WORKPLACE POLICY

At Level Group Developers, we are committed to fostering a safe workplace environment and promoting the health, safety, and well-being of all our employees. This commitment is essential to maintaining a productive and positive work environment. Therefore, it is imperative that all Level Group Developers employees adhere to the following policies regarding drug and alcohol use:

1. **Use of Illegal Substances:** It is strictly prohibited for any Level Group Developers employee to use, possess, sell, distribute, or manufacture illegal drugs, intoxicants, or controlled substances.
2. **Alcohol Consumption:** Employees are prohibited from being under the influence of alcohol during work hours or while on company property.
3. **Prescription Drugs:** It is prohibited for any Level Group Developers employee to misuse prescription drugs on company time or property. Employees must report the use of any prescribed drugs that may impair their judgment, behavior, or performance.

Violation of any of these policies will result in disciplinary action, up to and including termination of employment with Level Group Developers.

Level Group Developers may conduct drug and/or alcohol testing under the following circumstances:

RANDOM TESTING: Employees may be selected at random for drug and/or alcohol testing during their employment.

REASONABLE SUSPICION TESTING: Level Group Developers may request an employee to undergo drug and/or alcohol testing if there is reasonable suspicion that the employee may be under the influence of drugs or alcohol. This may include evidence of alcohol/drugs on or around the employee, unusual behavior suggesting impairment, negative performance patterns, or excessive absenteeism.

POST-ACCIDENT TESTING: Employees involved in on-the-job incidents or injuries will be required to undergo drug/alcohol testing.

It is our responsibility as a company to ensure a safe and healthy work environment for all our employees. Thank you for your cooperation in maintaining our drug-free workplace.