

## **Substance Abuse Prevention Policy**

Telco Antennas is committed to protecting the safety, health, and well-being of its employees and all people who come into contact with its workplace(s) and property, and/or use its products and services.

Recognizing that drug and alcohol abuse pose a direct and significant threat to this goal, Telco Antennas is committed to ensuring a substance-free working environment for all of its employees.

Telco Antennas therefore strictly prohibits the illicit use, possession, sale, conveyance, distribution, or manufacture of illegal drugs, intoxicants, or controlled substances in any amount or in any manner.

In addition, Telco Antennas strictly prohibits the abuse of alcohol or prescription drugs.

Any violation of this policy will result in adverse employment action up to and including dismissal and referral for criminal prosecution.

Telco Antennas Pty Ltd.