

Drug and alcohol policy at Modul

The abuse of alcohol or other drugs is incompatible with work.
Modul's workplace shall be drug-free.

The general rule is that the sooner action is taken in cases of substance abuse, the greater the chance of preventing the problem from developing further.

Alcohol and/or drug abuse in the workplace is not only the problem of the individual concerned. Such abuse often has a negative impact on the work environment for other employees.

It is in every employee's interest to take action if there is reason to suspect that a colleague has an alcohol or drug problem. The responsible manager, who is accountable for both operations and the work environment, also has a duty to intervene in cases of suspected abuse in the workplace.

Modul shall be free from alcohol and drug abuse in order to:

- Prevent ill health
- Prevent a reduction in an employee's ability to perform their work tasks and avoid exclusion from working life due to substance abuse
- Safeguard a healthy physical and mental work environment

Working under the influence of alcohol or other drugs is strictly prohibited, with the exception of medication prescribed by a doctor.

To ensure Modul's intentions are upheld, drug testing may be conducted.