

DRUG-FREE WORKPLACE POLICY

STRAVIK Construction Group · Controlled Document

Document No.	Revision	Effective Date	Document Owner	Status
STV-HSE-POL-021	00 (Initial Issue)	2026-10-24	President	Issued for review / pending approval

Management system alignment: This document is aligned with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 requirements as applicable. STRAVIK Construction Group does not claim third-party certification to these standards. Florida Certified General Contractor License No. **[FL LICENSE NO.]**.

REVISION HISTORY

Rev.	Date	Description of Change	Prepared By	Approved By
00	2026-10-24	Initial issue for STRAVIK Construction Group	[PREPARED BY]	Michael Gaya, President

1. PURPOSE

To maintain a safe, healthy and productive workplace free from the effects of alcohol and drugs, and to support eligibility for the Florida Drug-Free Workplace Program workers' compensation premium discount.

2. SCOPE

Applies to all STRAVIK Construction Group employees, subcontractors and visitors on STRAVIK-controlled projects and facilities. Includes applicants offered employment.

3. REFERENCES

- Florida Statutes §440.102 (Drug-Free Workplace Program)
- Florida Administrative Code 60A-24
- U.S. DOT 49 CFR Part 40 (where applicable)
- Drug-Free Workplace Act of 1988 (federal contracts)
- Management system alignment: ISO 45001:2018 (no certification claimed)

4. POLICY

The use, possession, sale, distribution or being under the influence of alcohol, illegal drugs or misused prescription drugs while on duty, on STRAVIK premises or in STRAVIK vehicles is prohibited. Violations result in disciplinary action up to and including termination.

5. TESTING

Test Type	When Conducted
Pre-employment	After conditional offer, before work

Test Type	When Conducted
Reasonable suspicion	Documented observation by a trained supervisor
Post-accident	After any incident causing injury requiring treatment or property damage
Random	Per program schedule where permitted
Follow-up	After return-to-duty, as required

Testing is performed by a SAMHSA-certified laboratory; results are reviewed by a Medical Review Officer and kept confidential.

6. EMPLOYEE ASSISTANCE

Employees are encouraged to seek help voluntarily before a violation occurs. Employee assistance resources: **EAP PROVIDER**. A list of local treatment providers is posted with this policy.

7. NOTICE

All employees receive a copy of this policy and sign an acknowledgment; notice is posted at the office and jobsites 60 days before testing begins, as required by Florida law.

RESPONSIBILITIES

Role	Responsibility
President	Provides resources and approves this program.
[SAFETY DIRECTOR]	Administers the program, training, audits and records.
Superintendents / Foremen	Implement the program on site and correct deficiencies immediately.
Employees / Subcontractors	Follow the program, use controls and report hazards.

TRAINING & RECORDS

- Training is delivered before assignment and refreshed as required; recorded in STV-HRM-REG-002.
- Inspection, permit and monitoring records are retained per STV-GOV-POL-011.

DOCUMENT CONTROL

- Controlled under the Records Management & Document Control Policy (STV-GOV-POL-011) and the Document Control Procedure (STV-GOV-PRO-015).
- Reviewed at least annually, or after an incident, audit finding, regulatory change or significant change in operations.
- Records generated under this document are retained per the retention schedule in STV-GOV-POL-011.

APPROVAL

Role	Name	Title	Signature	Date
Prepared By	[PREPARED BY]	[TITLE]		
Reviewed By	[QUALITY / HSE MANAGER]	[TITLE]		
Approved By	Michael Gaya	President		

This document is reviewed at least annually, or upon significant organizational, legal or operational change, and re-issued under document control per STV-GOV-POL-011.