

# **DRUG, ALCOHOL AND CONTRABAND POLICY STATEMENT**

This Drug, Alcohol and contraband Policy has been established by Basic Industries of South Texas, Ltd. for the following purposes:

- To provide a safe and healthy work environment.
- To protect the general public.
- To maintain productivity and quality of services provided to our customers.
- To protect the Company's property.
- To deter unlawful drug and alcohol use by the Company's employees.
- To investigate possible individual impairment.
- To comply with applicable laws and regulations.

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W.T. Hough, Jr.  
Partner

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J. David Gottlich  
Partner

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Dennis Van Fleteren  
Partner