



Sysco Southeast Florida, LLC.

## **DRUG AND ALCOHOL-FREE WORKPLACE POLICY**

### **STATEMENT OF POLICY**

In a commitment to safeguard the health of all Associates and visitors and to provide a safe working environment for everyone, Sysco Southeast Florida, LLC. (“Sysco” or the “Company”) has established a Drug and Alcohol-Free Workplace Policy (the “Policy”). That commitment is jeopardized when any Sysco Associate uses illegal drugs; comes to work under the influence; possesses, distributes or sells drugs in the workplace; or abuses alcohol on the job. The Company does not tolerate behavior that violates this policy.

Illegal drugs include, for the purposes of this policy, any drug that:

- (i) Is illegal;
- (ii) Is not legally obtainable;
- (iii) Is legally obtainable, but which has not been legally obtained; and/or,
- (iii) Prescribed drugs not being used for prescribed purposes.

Recognizing that substance abuse (including alcohol abuse) is a problem detrimental to society; the Company has taken a proactive position in fighting this problem. Sysco does not wish to intrude upon the “private” lives of its Associates and/or Applicants. However, personal problems, such as the abuse of drugs or alcohol, eventually may take a toll on job performance and workplace safety, in addition to being detrimental to a person’s health and life outside of the work environment. Signs that alcohol or controlled substances are a problem include, but are not limited to, showing up late for work, inability to perform job duties and/or causing accidents or injuries.

Sysco offers assistance through the Company’s Employee Assistance Program (EAP; United Behavioral Health (800) 622-7276) for any Associate who proactively seeks the Company’s help in overcoming any addiction to, dependence upon or problems with alcohol or drugs. However, it is the individual’s responsibility to seek help before drug and alcohol problems lead to disciplinary action and/or a drug and/or alcohol test request (please refer to page 4 of this policy for additional information).

The Company has determined that any refusal to cooperate with this Policy with regard to alcohol and drug use, possession, or sale thereof, or the Company’s request for a drug or alcohol tests will result in discharge of the Associate or refusal to hire, in the absence of circumstances acceptable to the Company. Further, as a condition of employment, an Associate must refrain from reporting to work or working with the presence of drugs or alcohol in his or her body and, if an injured Associate refuses to submit to a test for drugs or alcohol, the Associate forfeits eligibility