



Non-Associate Drug and Alcohol Standards for Assignment at JM Family Enterprises, Inc. (JMFE)

Overview

JM Family Enterprises, Inc., and its subsidiaries (“JMFE”), are firmly committed to providing its workers with a safe workplace. All individuals are expected to report to work able to perform their duties safely and effectively.

Scope

This applies to all individuals conducting work on behalf of JMFE.

Details

Violations of these standards include: theft, attempted theft, sale, attempted sale, purchase, attempted purchase, conveyance, distribution, transfer, or dispensation of illegal drugs, legal drugs used in an unauthorized manner or other intoxicants; or possession, use, consumption, cultivation, manufacturing, distribution, conveyance, dispensation, and/or transfer of any illegal substances, legal drugs being used in an unauthorized manner or other intoxicants at any of our work sites or properties or while conducting company business.

It is also a violation of this standard: (1) to consume alcohol while at work (this includes during meal periods or other break times), with the limited exception of consuming alcohol in moderation at company-authorized functions; (2) to report to work under the influence of alcohol; or (3) to operate a company vehicle while consuming alcohol or while under the influence of alcohol.

Any violation of this standard may result in termination of the assignment.