## Royal Care Link LLC Zero Tolerance Drug and Alcohol Policy

Policy based on Michigan: LIMOUSINE, TAXICAB, AND TRANSPORTATION NETWORK COMPANY ACT (EXCERPT) Act 345 of 2016 Section 257.2107

## Royal Care Link LLC has a zero-tolerance drug and alcohol policy for drivers.

## Policy Details

The use or possession of illegal controlled substances or alcoholic beverages while on Company property, or in any Company vehicle, or on Company time, including breaks or lunch, paid or unpaid, driving members to and from medical appointments, is strictly prohibited.

Under no circumstances can drivers consume drugs or alcohol while on the job, whether operating vehicles or performing other job-related tasks. Abuse of drugs or alcohol that affects an employee's performance at work or their safety or the safety of others will not be tolerated.

All drivers are responsible for abiding by this policy. If a member of the public/supervisor or colleague notices behavior that indicates our driver may be affected by the use of alcohol or drugs while on the job must call 911 and also report it to Royal Care Link office immediately.

Members of the Public are being urged to report to our office if our driver is found in violation of this policy. Please call our office: 517-208-5807/517-230-7531 OR email: wendiebonheur@royalcarelink.com