



## Substance Policy

Dennis Concrete Service, INC. is a 100% drug free workplace. There are three types of tests employees will be subject to. Employees will be required to have a "pre-employment drug test". Employees will be "randomly" chosen throughout the year. Employees will be tested "post-accident" should there have been, an accident on a jobsite. Safety and security on jobsites are the utmost importance. There will be no horse play. All proper protective equipment (PPE) must always be worn. Each job will have their own level of safety needs. You must have all PPE on hand, ready for whatever the jobsite requires. Employees are furnished PPE at no cost to them. Therefore, no exceptions. We strive for a complete safe working environment.