

WASS Drug and Alcohol Policy Addendum

Addendum to Company Drug and Alcohol Policy

As defined below, the use of or being under the use of alcohol is inconsistent with the behavior of AAR employees. The use of alcohol at work subjects employees and visitors to unacceptable risks that undermine the Company's ability to safely operate effectively and efficiently.

The use, possession, distribution, or sale of alcohol, being under the influence or testing positive for alcohol while on duty – on the work site or off, or while operating the Government, Customer, or Company equipment or vehicles is prohibited and is grounds for disciplinary action, up to and including termination.

WASS OCONUS Alcohol Guidelines

Costa Rica:

Reasonable consumption of alcohol is permitted while stationed at the Main Operating Base (MOB) but not while on duty – on the work site or off but is prohibited at all Forward Operating Locations (FOL.)

Iraq:

Drinking alcohol is prohibited while deployed.

Malta:

Reasonable consumption of alcohol is permitted while stationed at the Main Operating Base (MOB) but not while on duty – on the work site or off but is prohibited at all Forward Operating Locations (FOL.)

Panama:

Reasonable consumption of alcohol is permitted while stationed at the Main Operating Base (MOB) but not while on duty – on the work site or off but is prohibited at all Forward Operating Locations (FOL.)

Peru:

Reasonable consumption of alcohol is permitted while stationed at the Main Operating Base (MOB) in Lima and Pucallpa but not while on duty – on the work site or off but is prohibited at all Forward Operating Locations (FOL.)

Please note that these guidelines apply to Expats and TCNs assigned or on temporary duty at the above locations.

Addendum to Company Drug and Alcohol Policy

Return to Work and General Alcohol and Drug Guidance for Flight Crew

Upon return from an illness or personal injury, all Flight Crew must be cleared by an Aviation Medical Examiner (AME) prior to returning to duty. Be advised that certain conditions and classes of medications will prevent an AME from releasing Flight Crew members to work. Questions may be addressed to a WASS Total Rewards representative. Please be advised that all Return to Work certifications must be validated by the Company.

The following links from the FAA website will provide guidance regarding acceptable and unacceptable medication.

Unacceptable medication

https://www.faa.gov/ame_guide/pharm/dni-dnf

Acceptable medication

https://www.faa.gov/ame_guide/pharm

Alcohol Consumption

<https://www.ecfr.gov/current/title-14/section-91.17>

§ 91.17 Alcohol or drugs

- (a) No person may act or attempt to act as a crewmember of a civil aircraft—
 - (1) Within 8 hours after the consumption of any alcoholic beverage;
 - (2) While under the influence of alcohol;
 - (3) While using any drug that affects the person's faculties in any way contrary to safety; or
 - (4) While having an alcohol concentration of 0.04 or greater in a blood or breath specimen.Alcohol concentration means grams of alcohol per deciliter of blood or grams of alcohol per 210 liters of breath.