

38.0 Impairment Policy (*Drug, Alcohol, Medication, etc*)

The Company is concerned about the improper use of alcohol, drugs and medications as it may affect the workplace and its employees. The use of such substances can limit and impair an employee's ability to perform his or her job duties in a safe and productive manner and can affect the health and wellness of our employees, and the general wellbeing of our work environment. The safety of our work environment is especially concerning in the case of safety-sensitive positions or job duties.

The objective of this policy is to ensure that safeguards are in place to promote a safe, productive, efficient and healthy work environment and to minimize the risk of impaired performance and possible injuries, accidents, damage or property loss. The Company further seeks to promote and identify employees who may suffer from a drug and/or alcohol disability and to ensure such employees will seek or obtain appropriate and timely treatment before a workplace issue arises.

Definitions:

For the purposes of this Policy, the following definitions will apply:

Impairment - diminished in ability, unable to function normally or safely. Sources of impairment could be fatigue, use of drugs (over the counter, prescription or illicit), consumption of alcohol, use of cannabis, etc.

Fit for Work - means being able to perform assigned job duties in a safe and productive manner at a level that meets the supervisor's performance and safety expectations for the position, free from intoxication or impairment.

Alcohol – means the intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols including methyl and isopropyl alcohol. This definition includes, but is not limited to, such things as beer, wine, spirits or other intoxicating liquids.

Drugs – means any substance, the use of which has the potential to change or alter the way a person thinks, feels or functions in such a manner that the employee may no longer be Fit for Work. A Drug includes illegal or street drugs, cannabis, solvents or inhalants, and prescription medications acquired without a valid prescription, used for a purpose outside of what it was prescribed for, or misused in any other intentional way.

Medications – means a substance that requires a personal prescription from a treating physician and any over the counter substances that may be obtained to treat illness or injury.

38.1 Prohibited Behaviours and Conduct:

The following rules and standards of conduct apply to all employees during work hours whether on Company property, away from Company property, or during meals and rest periods:

Employees must be "Fit for Work" at all times

Employees shall not possess, use, or distribute Alcohol or Drugs; except for in the case of Alcohol, as may be permitted at a sanctioned Company social event;

Employees shall not be impaired while under the influence of any Alcohol, Drugs, Medications or anything that comprised their ability while operating any Company vehicle or performing their regular duties;

Employees may possess and use Medications provided the employee remains Fit for Work. Where the use of Medications, including their side-effects, could inhibit or impair an individual's ability to carry out his or her job duties safely, including affecting the safety or well-being of others, the employee must inform a supervisor of such use of Medications before starting or resuming work.

Where there are grounds to believe that an employee may not be Fit for Work during the course of working hours, management may remove the employee from their duties, or implement other measures to deal with the situation.

The Company may bring any illegal or unlawful conduct associated with Alcohol or Drugs to the attention of appropriate law enforcement authorities.

The Company may consider any criminal conviction related to the possession or sale of Drugs to be conduct requiring discipline, including termination.

38.2 Alcohol or Drug Dependency Reporting Requirement

Employees who suspect they have an Alcohol or Drug dependency, or any disabling condition related to the use of Alcohol or Drugs, are required to report such circumstances to their supervisor. The Company will make reasonable efforts to accommodate the employee's treatment (in accordance with its obligations as may exist at law) and will treat all such reporting by the employee in confidence. In this manner, The Company wishes to ensure there is early identification and treatment in cases of Alcohol and/or Drug related disabilities, and to ensure the safety, health and well-being of its employees and others within the work environment.

Any violation of this Policy may result in disciplinary action, up to and including termination of employment.