



TEAM MEMBER GUIDE

806 ALCOHOL, CANNABIS, ILLICIT AND LEGAL DRUGS

It is the Company's responsibility to provide a healthful and safe workplace for all Team Members. To achieve this, Team Members (including on-call Team Members, as well as volunteers and contractors) are required to report to work in such mental and physical condition as to be ready, willing and able to perform their jobs in a safe and satisfactory manner.

While on any Company premises, or in any vehicle, Team Members are prohibited to use, possess, distribute, sell or be under the influence of alcohol, cannabis, illicit drugs or any other substance that may impair judgment or performance.

The use of prescribed and over the counter medications is permitted on the job only if it does not impair a Team Member's ability to perform assigned duties effectively, without limitations, without after effects and in a safe manner that does not endanger themselves or other individuals in the workplace.

It is the responsibility of every Team Member to immediately report any instances of non-compliance with any aspect of this policy to their Manager or Operations Manager.

Team Members may be selected at random for drug testing at any time. These tests are unannounced and unexpected by Team Members.

Any Team Member breaching the zero-tolerance policy on alcohol, cannabis, illicit and legal drugs will be subject to investigation and terminated for cause.