



## Drug and Alcohol Policy

Integrity Industries North Inc. strives to achieve a safe and healthy work environment for our Team Members. This Drug and Alcohol Policy endeavors to prevent accidents and casualties within our operations and to maintain the public's trust and confidence. Integrity Industries North Inc. recognizes that the use of illegal drugs and the inappropriate use of alcohol and medications can adversely affect job performance, the work environment and the safety of our employees, and potentially, the general public. It can also place the safety of Company property and operations at risk.

It is the objective of this policy to protect the well-being and property not only of Integrity Team Members, but also all other persons on Integrity premises, including visitors and guests. Team Members must accept responsibility for their own safety and fitness to work and for the safety of others. Team Leaders will be trained on the recognition of impairment and appropriate response procedures. This commitment encompasses conduct or behavior off site or during non-working hours that may adversely affect their ability to work safely and reliably perform their duties during their shift. The following are expressly prohibited while on Company business or premises:

- The use, possession, distribution or offering for sale of drugs or drug paraphernalia.
- The unauthorized use, possession, distribution, or offering for sale of beverage alcohol.
- Possession of prescribed medications not authorized for personal use.
- Reporting for duty with the presence in the body of alcohol or drugs above the accepted standards as outlined

Various investigation and testing procedures outlined in the Guidelines may be used in support of this Policy. Integrity Industries North Inc. provides prevention, assessment, treatment and aftercare support for Team Members who suspect they have a substance dependency or an emerging alcohol or drug problem. Team Members concerned about or experiencing alcohol and drug problems are encouraged to seek assistance from Integrity Industries North Inc. This does not mean that addicted individuals will be allowed to work while impaired. Disciplinary action up to and including termination will be taken for violations of this Policy and its related Guidelines. Integrity Industries North Inc. strongly encourages all Team Members to join us in a personal commitment to have a fulfilling work environment and safe way of life.

**CEO: Lindsay Wadsworth**

**Date: February 19, 2016**

**Signature:**

A handwritten signature in black ink, appearing to be "Lindsay Wadsworth", is written over a horizontal line. The signature is enclosed in a large, hand-drawn oval.