



<b>Title:</b> Drug & Alcohol Policy	<b>Section: 18</b>	<b>Issue Date: February 2022</b>
<b>Approved by:</b> Walter Spivak, President	<b>Signature:</b> 	<b>Revision Date: NA</b>

**18.1 Policy Statement**

As a responsible employer, CF has a compelling interest to establish programs to promote and enhance safety in the workplace. CF has implemented this policy, directed at protecting the workplace environment and the health and safety of employees, co-workers, contractors, subcontractors and the general public. This policy combines drug and alcohol testing with education, supervisor training and access to assistance.

All CF employees are expected to be fit for duty when reporting to work and must remain fit for the duration of the workday. This means that employees must not be impaired by alcohol or illegal drugs. In the occurrence that an employee is taking prescription drugs prescribed by their doctor, the drugs must not inhibit their ability to perform their job functions.

Furthermore, employees may not have alcohol, illegal drugs or have drug paraphernalia in the workplace. One objective of this policy for our employees and contractors is to minimize the risks associated with work performance in safety sensitive positions.

This policy requires drug and alcohol testing under certain conditions and restrictions regarding the use and/or possession of alcohol, drugs and prescription or over-the-counter medications, while on company sites.

For the purposes of this policy, "employee" is defined as: anyone employed by CF, its subsidiaries, or affiliates whether full-time, part-time or limited term. "Company sites" is defined as: any work site, including company vehicles and/or vehicles leased or rented for business purposes.

The use of illegal drugs or alcohol that results in absenteeism, tardiness, or poor work performance is subject to disciplinary action up to and including dismissal.

**18.2 Workplace Specific Drug and Alcohol Policies**

Specific workplace Drug and Alcohol policies and programs may be developed in consultation with the customer and local practices. Consult the H&S Department for assistance.