



Drug and Alcohol Policy

Terrex is committed to:

- Ensuring the Safety and Health of its employees and its subcontractors is maintained;
- Maintaining a SAFE and Healthy workforce and workplace through a proactive approach.

Scope

This policy outlines the responsibilities and applies to all employees of Terrex and all of its subcontractors.

All personnel are considered “on the job” whenever he/she is on:

- Any Company or client property, including parking areas; or
- Company time even if off Company premises – including paid lunch, rest periods, and periods of being on call.

Responsibilities

- Terrex is responsible for maintaining a Drug-Free Workplace and Workforce.
- As a Duty of Care to all employees and contractors, the company will initiate:
 - Random;
 - Upon suspicion;
 - With cause; and
 - Post-accident / incident Drug and Alcohol Testing.

It is expected all employees and contractors will co-operate with the nominated Company Representative in this matter.

- The Company prohibits the use, unauthorized possession, manufacture, distribution or sale of illegal drugs, illegal inhalants, drug paraphernalia or controlled substances (i.e. all chemical substances or drugs listed in any controlled substances act or regulation applicable under any federal and /or state local laws) by any employee or contractor while on duty, while on Company premises or work sites or conducting Company business, or while operating or occupying any Company vehicle/equipment at any time.
- It is the responsibility of an individual to disclose to the nominated company representative any use of prescription drugs and over-the-counter drugs or designer / “look alike” drugs, prior to entering the work place. As the use of prescription drugs and/or over-the-counter drugs may also affect an employee's job performance and seriously impair his/her ability to work safely and effectively. Misusing prescribed or over-the-counter medication on company property or company assignment is strictly prohibited. Designer or “look alike” drugs are prohibited on all Terrex work sites. Non-disclosure will be treated as a breach of this Policy.
- Subject to Client approval and compliance with the Company's Drug and Alcohol and Fitness for Work Policies, outside of working hours Terrex permits the consumption of mid-strength and light beer only within Terrex camps.
- It is the responsibility of all employees and contractors to have a 0% blood alcohol reading before commencing and during work hours.
- Pertaining to employees and contractors in rehabilitation or self-rehabilitation, confidentiality of personal information will be maintained, although personal information will be released by the Medical Services on a need-to-know basis or as required by law.
- All personnel working on Company premises or performing Company work must have read this Policy and will be asked to cooperate with the administration of this Policy. A breach of this policy and the associated procedure may result in disciplinary action.

Dave Stegemann

Chief Executive Officer

Dated: 08/01/2019