



HORIZON NORTH

Our Commitment to Health, Safety and Environmental (HSE) Performance

Substance Abuse

This is a notice and reminder to all Employees that Horizon North Logistics Inc. strictly prohibits the possession or use of alcohol, cannabis and drugs, or other substances that can affect your senses or responses while on the job. Employees who violate this provision are subject to immediate termination and/or referral to the appropriate law enforcement agencies.

- Use of alcohol, cannabis and drugs jeopardizes your safety and the safety of your fellow Employees. Use of alcohol, cannabis and drugs is also a major contributor to accidents and time lost from work and interferes with work performance. Use of alcohol, cannabis and drugs is also prohibited by various federal regulations.
- In order to maintain a safe, productive work environment for all Employees, no alcohol, cannabis, illegal drugs or other prohibited substances are allowed on Company property. Employees are also prohibited from reporting to work, or from working, under the influence of alcohol, cannabis or drugs. The sale, promotion, or purchase of alcohol, cannabis or drugs on Company premises is also strictly prohibited. While we have zero tolerance for substance abuse in the workplace, we provide opportunities for making choices, and provide access to assistance.
- In keeping with this policy, applicable regulations, and as a further effort to protect our workplace from the effects of alcohol, cannabis and drugs, Employees will be required to submit to drug and alcohol tests under certain circumstances as described in the Substance Abuse Prevention Program documents.
- The Company maintains the rights to conduct searches of Company property as circumstances dictate. An Employee who refuses to cooperate with a search will be denied access to Company property or worksite.
- Employees may maintain on Company premises, prescription drugs and over-the-counter medication, provided any prescription drugs have been prescribed by a doctor for the person in possession of the drugs; the drugs are kept in their original container; and the use of drugs will not impair the senses or reactions of the Employee. There are specific guidelines for prescribed medical cannabis within the Substance Abuse Prevention Program documents.
- Employees who feel they have a substance abuse problem are encouraged to seek rehabilitation. Any Employee who voluntarily enters a bona fide drug or alcohol rehabilitation program will be given a leave of absence, in accordance with the Company's personal leave of absence policy, in order to complete the program, and will not be subject to disciplinary action, provided he or she remains in strict compliance with the program, successfully completes the program and remains free of alcohol, cannabis and drugs thereafter.

Rod Graham
President and CEO
Horizon North Logistics Inc.

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