

J.E. SELLORS SERVICES LTD. SUBSTANCE ABUSE POLICY

J.E. SELLORS SERVICES LTD. is committed to providing a safe, drug and alcohol free workplace. Substance abuse impairs the workers ability to perform their duties safely and creates an increased risk of incidents.

This policy applies to all J.E. SELLORS SERVICES LTD. workers, contractors and subcontractors on all worksites, vehicles and equipment.

All workers, contractors and subcontractors are expected to arrive fit for work, and remain fit for work for the duration of their shift. They must be free from any adverse performance effects from alcohol, illicit drugs, or misused legal drugs.

J.E. SELLORS SERVICES LTD. will;

- Conduct a 7 panel drug screen test on all new hires prior to being hired on.
- Promote a working environment that does not tolerate the inappropriate use of alcohol or any other drugs.
- Conduct a comprehensive investigation of work related incidents and accidents including the possibility that the use of alcohol or drugs may have been a contributing factor.
- Conduct a 7 panel drug screen test for all loss time incidents.
- Ensure that all J.E. SELLORS SERVICES LTD. operations comply with all legislation, industry standards, company policies and customer policies.

J.E. SELLORS SERVICES LTD. prohibits;

- The possession, use, distribution or sale of any illicit drugs on any worksite or any company premises.
- The possession, use, distribution or sale of any alcoholic beverages on any worksite or any company premises.
- Being unfit for work because of misuse of drugs or alcohol.

Where there is reasonable cause to suspect non-compliance with this policy J.E. SELLORS SERVICES LTD. reserves the right to request substance testing for any workers, contractors and subcontractors. Testing and worker management procedures will be conducted using (SAMHSA) Substance Abuse and Mental Health Services Administration standards. Those that fail these tests are subject to immediate disciplinary action against them.

Jeremy Sellors
President



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