

	WESTERN MILLCRAFT INC. 12506 – 128 STREET EDMONTON, AB, T5L 1C8	Effective Date: 1 OCTOBER, 2011	Revised by: JFK
	OCCUPATIONAL HEALTH & SAFETY MANUAL COMPANY RULES AND REGULATIONS DRUG AND ALCOHOL POLICY	Page 1 of 1	HSE: 5.20: 8.20: 14.3.6 Revision: 00

DRUG AND ALCOHOL POLICY:

Western Millcraft Inc. is committed to providing and maintaining a safe, healthy and respectful work environment for all its employees, contractors, sub-contractors, customers and the public. A healthy and productive work force, safe working conditions free from the effect of drugs and alcohol, and maintenance of the quality of products and services are not only important to Western Millcraft Inc., but to all employees as well. All workers are responsible to actively participate in maintaining a drug and alcohol free work site, and Western Millcraft Inc. recognizes drug and alcohol abuse as a health, safety, and wellness concern.

The abuse of drugs and/or alcohol creates a variety of worksite hazards, including but not limited to decreased productivity, decline in the quality of products and services, and an increased risk of injury.

Western Millcraft Inc. will not allow any employee, contractor, or sub-contractor to be under the influence of, consuming, selling, purchasing, transferring, offering, possession of, or use of any alcoholic beverage, any illegal or illicit narcotic drug, or the abuse of either a prescription or non-prescription drug, during working hours on premises or job sites, including lunch and coffee breaks, is strictly forbidden by Western Millcraft Inc. All employees must notify their immediate supervisor or the Health, Safety, and Environment Manager if they are taking any over the counter medications that might impair their ability to perform their jobs safely.

Any observation of impaired motor skills or judgment, unusual behavior or reliable information will be considered reasonable cause to stop any employee, contractor, or sub-contractor from working. Management will evaluate the employee, contractor, or sub-contractor and if found unfit for work by reason of impairment by drugs and/or alcohol, this shall be noted and 'Reasonable Cause' and search and testing will be conducted. If the individual refuses to consent to such a search, that individual will be escorted from Western Millcraft Inc. facilities or work site.

This Policy will remind all employees, contractors, and sub-contractors of the risks associated with the use of alcohol and other drugs and provide understandable and predictable responses when an employee, contractors, and sub-contractors conduct jeopardizes the safety of the worksite.

By pursuing the purposes of this alcohol and drug policy, Western Millcraft Inc. promotes:

- The safety and dignity of its employees, contractors, and sub-contractors
- The welfare of its employees and their families
- The best interests of the company, the owner, the construction industry, and the public

Any individuals who do not fulfill their safety responsibilities will become accountable for any problems their negligence creates and may be liable under the law.

Signed: _____

Date: 1 OCTOBER, 2011

GREG CLARK
 WESTERN MILLCRAFT INC.

The Information in this policy does not take precedence over the OH&S Act, Regulation, Codes, or applicable Government Legislation