

Our Commitment to a Drug and Alcohol Free Workplace

Polarcus is committed to managing a safe, healthy, secure, productive and efficient workplace for all employees and supplier personnel. Polarcus recognizes that drugs, alcohol and other types of substance abuse can impair the ability of persons to perform their duties safely and efficiently.

Polarcus prohibits any individual on a Polarcus worksite or involved in a Polarcus operation being unfit for work due to the use of drugs or alcohol.

Polarcus prohibits the abuse of legal medications or the use, possession, distribution or selling of illicit or un-prescribed controlled drugs or alcohol on Company business or premises and is grounds for disciplinary actions up to and including dismissal.

Polarcus reserves the right to conduct random and unannounced searches for drugs and alcohol on any company owned or operated property at any time.

Polarcus also requires employees to submit to medical evaluation or drug and alcohol testing where reasonable cause exists, including post incident.

In addition, applicants accepting offers of employment with Polarcus may be required to submit to a drug and alcohol test.

This Commitment also covers the same search and testing provisions for supplier personnel on Polarcus owned or operated facilities, in addition to any other supplier requirement.

Violation of this Commitment may result in permanent removal from Company owned or operated sites.

A handwritten signature in black ink, appearing to read 'D Eley', with a long, sweeping underline that extends to the right.

Duncan Eley, CEO