

OUR COMMITMENT TO A DRUG AND ALCOHOL-FREE WORKPLACE



Polarcus is committed to managing a safe, healthy and productive workplace for all employees, clients and service providers. Polarcus recognizes that misuse of drugs, alcohol and other substances can impair the ability of persons to perform their duties safely and efficiently.

The Polarcus Management System describes the methods we have adopted to protect all personnel from exposure to drug and alcohol misuse including awareness programs, testing, employee assistance, treatment and rehabilitation.

No individual on a Polarcus worksite or involved in a Polarcus operation shall be considered fit for work if they have consumed more than the permitted threshold of any restricted substance. For alcohol, the permitted threshold is zero.

Polarcus prohibits the misuse of legal medications or the use, possession, distribution or selling of illicit or un-prescribed controlled drugs or alcohol on Company business or premises. Non-compliance will result in disciplinary action and may include dismissal.

We will regularly conduct random and unannounced searches for drugs and alcohol on company owned or operated property, in conjunction with any local requirements, to ensure compliance with our Commitment and procedures.

Polarcus also requires employees to submit to medical evaluation or drug and alcohol testing where reasonable cause exists, including post incident, in conjunction with any local requirements.

This Commitment also necessitates that we conduct the same search and testing provisions for supplier personnel on Polarcus owned or operated facilities as we would conduct on our own employees.

Non-compliance with this Commitment may result in permanent removal from Company owned or operated sites.



Duncan Eley, CEO