



## DRUG & ALCOHOL POLICY

As part of DAWCO's unwavering commitment to the health and safety of all individuals affected by our activities, DAWCO recognizes that the use of alcohol and drugs can adversely affect job performance, the work environment and the safety of workers.

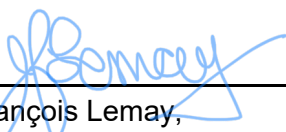
DAWCO and its member companies have a responsibility to maintain a safe workplace, free from the negative effects of alcohol and drugs. This policy is intended to ensure that employees, regardless of their function, are not performing duties while under the influence of drugs or alcohol.

The objective of this policy is to raise awareness of the problem of dependency and the consequences of working while impaired. Every person has the right to a safe and reliable workplace and must not pose a risk to themselves, to others and/or to equipment through the use of drugs and alcohol. Both individuals and companies have a legal and moral responsibility to ensure their own safety and the safety of others.

### The guiding principles of the policy

- Employees are prohibited from reporting to work under the influence of any illegal drugs or prohibited substances which may limit their ability to perform their work.
- The possession, use, consumption, distribution and sale of drugs is strictly prohibited.
- It is forbidden to consume drugs or alcohol at construction sites, including in DAWCO trailer offices and vehicles.
- DAWCO and its member companies recognize that drug and alcohol dependency is a disease. We can guide our employees to the appropriate resources for finding help and support.
- DAWCO requires the disclosure of any impairment causing prescription drug use by employees in safety-sensitive positions.
- Compliance with this policy is mandatory. Any violation of this policy or refusal to submit to drug/alcohol testing, failure to report to a designated facility for drug/alcohol testing or tampering or attempting to tamper with a test sample may result in disciplinary action against the employee.

The Human Resources department plays an active role in ensuring that this policy is carefully followed, and that all interventions remain confidential. Employees suffering from drug or alcohol addiction can rely on our collaboration throughout the treatment process. An employee assistance program offering support services and rapid interventions for drug and alcohol dependency is available to all DAWCO employees. DAWCO will not discriminate against individuals based on the nature of their illness and is committed to accommodating employees with substance abuse issues to the point of undue hardship.

  
\_\_\_\_\_  
Jean-François Lemay,  
President & CEO  
Dawco construction enterprise

\_\_\_\_\_  
2023-09-21  
Date