



TERRASEIS

**TERRASEIS POLICY ON USE
OR POSSESSION OF FIREARMS IN THE WORKPLACE**

Terraseis policy strictly prohibits the use or possession of firearms of any type by its employees or its subcontractor personnel at any Terraseis operated worksite. The worksite includes camps, field site, offices, buildings, warehouses or any property and vehicles where any operations of the company are being conducted.

In special situations approved in writing by the Operations Manager, Proactive Systems Manager and Client and in conjunction with local law enforcement and or military regulations, the utilization of security personnel may require that firearms are present during some aspects of operations. In all such situations the security personnel will be trained in the use, and licensed to carry firearms.

Under NO circumstances will it be permitted at any time for full time or temporary employees, either of Terraseis, its non-security subcontractors, or unapproved third parties, to bring firearms of any type into the workplace or handle the firearms of security personnel.

Any security personnel, allowing non-authorized personnel to handle firearms under their care and responsibility will be disciplined up to and including immediate termination.

Employees violating this Company Policy will face immediate termination of employment and will have forfeited their right to any further company benefits and monies due.

Kevin Plintz
Chairman

Tim Wisnoski
Executive Director

John Bryant
VP Business Development

Jackie Crowley
VP Human Resources

Custodian: Proactive Systems		Effective Date: 23/01/2014 Next Review Date: 23/01/2015
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