



TERRASEIS

TERRASEIS SUBSTANCE ABUSE POLICY

Policy Purpose

Terraseis is committed to providing a safe and a healthy work environment for all its employees. The goal of this policy is to document what is required from the Company and its employees to ensure the work environment is not contaminated by the harmful effects and risks associated with substance abuse.

Policy Applicability & Provisions

This policy applies to all permanent, temporary employees and contractors performing work for the Company at any company work location or buildings owned or rented by the Company or any accommodations paid for by the Company.

General Policy Rules

1. Employees are prohibited from the manufacture, distribution, possession or use of prohibited substances. These substances specifically include, but are not limited to the following:
 - Barbiturates, Cocaine, Methadone, Benzodiazepines, Amphetamines, Methaqualone, Phencyclidine, Cannaboids, Marijuana, Opiates, Propoxyphene, & Anabolic Steroids
 - Any other substances that are deemed prohibited by law or corporate directive within the country that the Company is operating
2. Employees assigned to field projects are prohibited from consuming alcohol. This prohibition can be relaxed and controlled when it is not considered to be hazardous to the operations. This will only be granted by Senior Management (Vice President or above) case by case.
3. All persons requiring medication, which can impair normal physical or mental function, thus diminishing the ability to perform assigned tasks in a safe and productive manner must confidentially declare this fact to the Physician that conducts the pre-employment medical assessment as well as to the HSSEQ Manager and the medical representatives at the site. Failure to do so may result in disciplinary action up to and including termination of employment.
4. The Company reserves the right to conduct searches of the personal effects, lockers, vehicles and living quarters of any person subject to this policy at the work site (or at the point of departure to, or return from, the work site) without prior announcement. The Company also reserves the right to conduct prohibited substance and alcohol screening tests of employees and subcontractors, this will include periodic unannounced testing, pre-employment testing and for cause testing.
5. If an individual fails to pass a drug and alcohol test or refuses to submit to a test upon demand, they may be subject to disciplinary procedures up to and including termination of employment.

Exclusions / Exceptions to the Policy

This policy does not apply to:

- The duly reported use of prescribed drugs provided these do not affect the person's ability to perform his / her duties in a safe and productive manner and do not violate a local or international law or regulation.
- The transportation of alcoholic beverages in their original unopened containers in a Company vehicle to deliver them to a location at which consumption is authorized under this exclusion if approved by senior management (Vice President or above).
- Exceptions to this policy may only be approved by and under the control of senior management (Vice President or above) and briefed to the Chairman accordingly thereafter.

Rehabilitation

- The Company recognizes that substance dependency can be a treatable medical condition, provided that the individual fully cooperates. The Company may provide some level of rehabilitation assistance and support to employees with a substance dependency, but executive management will determine the scope and extent of the rehabilitation support provided by the Company on a case-by-case basis. No employee with alcohol or drug dependency will be terminated due to their proactive request for help in overcoming that dependency or because of involvement in a rehabilitation effort, but this leniency will not be extended to employees who fail a drug or alcohol test or who are found to be in possession of a prohibited substance. Employees who successfully complete a rehabilitation program and pass a 'Fitness for Work' assessment will be considered fit to return to work without prejudice.

Kevin Plintz
Chairman

Tim Wisnoski
Executive Director

Jackie Crowley
VP Human Resources

John Bryant
VP Business Development

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