

FLINT is committed to providing our employees, contractors, customers, and the public with a safe and healthy workplace.

FLINT believes that all occupational injury, illness, and property damage is preventable, and through proactive management of risk and at-risk behavior, injury and loss can be eliminated from our organization. The hazards associated with the work our people are exposed to on a daily basis carry an inherent risk and need to be dealt with through a comprehensive, robust, and proactive Health, Safety and Environment program.

Our work scope is varied and, in most cases, includes high-risk activities. As a result, our health and safety performance relies on demonstrated best practice, safe behaviors, and related action. FLINT recognizes that the use of illicit drugs and the misuse of alcohol, medications and other substances can limit an individual's ability to safely and effectively do their job.

All employees, contractors and subcontractors are expected to perform their duties to meet company and industry expectations. Diminishing performance as a result of substance use, or abuse, is a safety and performance issue and will be dealt with as such.

## Testing

Testing for the presence of alcohol and drugs is part of the FLINT Safety Management System. FLINT reserves the right to conduct the following types of alcohol and drug testing:

- Pre-access testing
- Reasonable cause testing
- Post-incident testing
- Return to Duty/ Follow Up
- Random (as required by Clients)

## Termination of Employment, Contract, or Subcontract Agreement

Employees, contractors and subcontractors have the right to refuse drug and/or alcohol testing, however, failure to comply with testing is a violation of the Alcohol and Drug Policy and is grounds for disciplinary action, up to and including dismissal or termination of Agreement.

The following situation may result in termination of employment or Agreement:

1. Refusal to test;
2. Positive alcohol and/or drug test results
3. Credible eyewitness report regarding consumption of alcohol and/or possession of illegal drugs on the worksite or in company owned/leased vehicles

For more information on drugs and alcohol in the workplace, refer to the FLINT Safety Management System or contact your supervisor, Site Superintendent, Project Manager, a Regional Safety Advisor, or Human Resources.



**Barry Card, Chief Executive Officer**



**Neil Wotton, Chief Operating Officer**