



Alcohol & Other Drugs Policy

It is the policy of **E2E Services** (E2E) to provide a site workplace free from the hazards associated with drugs and alcohol.

It is the policy of E2E to maintain its property, and to provide a drug-free working environment that is safe for both employees and others having business with E2E or on E2E property. The working environment shall be conducive to efficient and productive work standards.

This policy restricts alcohol and other drugs from being brought onto, being present in, or on E2E property, including all E2E owned and operated buildings, parking areas, easements and rights of way, vehicles, equipment, parks and recreational areas, projects, construction sites, job sites and any areas which fall under the jurisdiction and control of E2E.

This policy prohibits employees from reporting to work, working or being present on E2E property, whether or not on duty, from having detectable levels or identifiable trace quantities of alcohol and other drugs.

E2E is committed to this policy.

The possession, consumption, distribution or sale of drugs and alcohol in the site workplace is strictly prohibited.

A confidential referral service can be provided.

A handwritten signature in blue ink, appearing to read 'Grant Moffat', written over a light blue rectangular background.

Grant Moffat
Managing Director
E2E Services

January 2010