



Cannabis (Marijuana) Legalization

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October 16th, 2018 (Reformatted Rev. 2024)

Control Solutions Ltd. Statement Regarding Cannabis Use

Safety is our number one core value. We are uncompromising in our commitment to the health and safety of our employees, subcontractors, customers, and community. Employees are our number one asset, and for that reason, their health and safety are of paramount concern. Recreational cannabis will be treated the same as alcohol when it comes to recreational substance use in the workplace. Control Solutions Ltd. has adopted this policy to communicate its expectations and guidelines surrounding cannabis use, misuse, and abuse.

Expectations

The following expectations apply to employees and management alike while conducting work on behalf of the Company, whether on or off company and/or client property:

- Employees are expected to arrive to work fit for duty and able to perform their duties safely and to standard; employees must remain fit for duty for the duration of their shift;
- Use, possession, distribution, or sale of marijuana during work hours, including during paid and unpaid breaks, is strictly prohibited;
- Employees are prohibited from reporting to work while under the influence of recreational or medicinal cannabis and any other substances;
- Employees are expected to abide by all governing legislation pertaining to the possession and use of cannabis.



Roles and Responsibilities

To help enforce this policy, management and employees are expected to adhere to the following:

Employees must:

- Arrive to work fit for duty and remain fit for duty throughout their shift;
- Perform work safely in accordance with company-established safe work practices;
- Refrain from consumption, possession, sale, or distribution of cannabis, other drugs, or alcohol on company property, and during working hours even if off company property;
- When off duty, refuse a request to come into work if unfit for duty;
- Report medically approved cannabis use;
- Report unfit co-workers to management;
- Seek advice or appropriate treatment, where required;
- Communicate dependency or emerging dependency;
- Abide by all governing legislation pertaining to the possession and use of cannabis.



Management will:

- Identify any situations that may cause concern regarding an employee's ability to safely perform their job functions and if employee is dismissed for the day, management must ensure safe transportation home;
- Ensure that any employee who asks for help due to a drug, alcohol, or cannabis dependency is provided with the appropriate support (including accommodation) and is not disciplined for doing so; and
- Maintain confidentiality and employee privacy.

Disciplinary Action

Employees found in violation of this policy may be subject to disciplinary action, up to and including termination of employment.