



DRUG AND ALCOHOL POLICY

POLICY STATEMENT

U2 Fasteners is committed to maintaining a safe, healthy, and productive workplace. The use, possession, distribution, or impairment from drugs or alcohol that could affect safety, performance, or judgment is prohibited.

This policy forms part of the U2 Fasteners Health and Safety Policy and Employment Policy and is a condition of employment.

SCOPE

This policy applies to all employees, contractors, visitors, and any individual performing work on behalf of U2 Fasteners, including while operating equipment or driving on company business.

DEFINITIONS

Impairment means reduced physical or mental ability affecting alertness, coordination, reaction time, or judgment.

Drugs include illegal drugs, cannabis, controlled substances, and prescription or over-the-counter medications that may cause impairment.

Alcohol includes beer, wine, spirits, and any substance containing ethyl alcohol.

PROHIBITED CONDUCT

Employees must not:

- Attend work or remain at work while impaired
- Use, possess, distribute, sell, or offer drugs or alcohol on company premises
- Operate vehicles, machinery, or equipment while impaired
- Drive on company business while impaired

CANNABIS AND MEDICATIONS

Legal cannabis and prescribed medications do not change workplace safety expectations.

Employees must not perform work while impaired.

Accommodation related to prescribed medication or dependency will be considered in accordance with human rights legislation.

REPORTING AND SUPPORT

Employees are encouraged to seek assistance before safety or performance is affected.

Concerns related to impairment must be reported immediately.

ENFORCEMENT

Violations may result in disciplinary action, up to and including termination, in accordance with applicable law.

**NO REPRISALS**

There will be no retaliation for reports or requests for assistance made in good faith.

REVIEW

This policy will be reviewed periodically.

Approved by: Swen Ruhmann, CEO

Effective Date: January 14, 2026

Last Reviewed / Revised: January 2026