



# HEALTH, SAFETY AND ENVIRONMENTAL (HSE) PROGRAM

SUBJECT:

## DRUGS, ALCOHOL AND WEAPONS POLICY STATEMENT ~ DISPLAY POSTER ~

### 1.0 PURPOSE

It is widely recognized that being under the influence of drugs or alcohol while on the job poses serious safety and health risks, not only for the individual involved but for all those who work with or otherwise come into contact with that individual. Cashman Equipment Corporation (CEC) believes that maintaining a Drug and Alcohol FREE workplace and minimizing work related accidents/incidents are crucial steps to ensuring that employees, contractors, subcontractors, and the families and communities that depend on them, remain safe.

The following Drugs, Alcohol and Weapons Policy have been established to ensure the safety of personnel and property. Cashman Equipment Corporation (CEC) is committed to maintaining a work environment that is safe and productive for our employees, contractors and other people doing business with the Company. CEC relies on its employees and subcontractors to always perform their jobs in a sober, unimpaired manner. Employees shall not be exposed to the risks of an unsafe workplace nor shall supervisors tolerate conduct that violates this policy.

In addition to the Drugs and Alcohol Policy, Firearms and other, non-job related weapons, are not permitted on CEC property and equipment. Persons in violation are subject to disciplinary action up to and including termination.

### 2.0 STATEMENT OF POLICY

Cashman Equipment Corporation maintains a ZERO Tolerance for the use, manufacture, sale or possession of alcohol, narcotics, illegal drugs, or controlled substances while on the job, project property, or a project jobsite. These behaviors are prohibited and are dischargeable offenses. (Alcohol, Narcotics, Illegal Drugs and Controlled Substances are hereinafter referred to as "drug" or "drugs".) Any illegal substances will be turned over to the appropriate law enforcement agency and may result in criminal prosecution. Employees are prohibited from reporting to work, or being at work while under the influence or effects of drugs. An employee demonstrating impairment that is suspected to be drug related will be required to submit to testing in conformance with this policy.

Employees who decide to self-declare and voluntarily participate in a treatment program may be granted leave to do so with a conditional right to return to work dependent upon the employee's successful completion of the appropriate regimen as determined by a Substance Abuse Professional (SAP). The SAP will direct the employee to the appropriate and available resources.

Off the job, any "drug" activity which could adversely affect an employee's job performance or which could jeopardize the safety of other employees, the public, or equipment may be caused for disciplinary action and/or termination of employment. Employees arrested for off the job "drug" activity, may be considered to be in violation of this policy. In deciding what action to take, management will take into consideration the nature and disposition of the charges, the employee's current job assignment and record with the Company, and other factors relative to the impact of the employee's arrest upon the conduct of company business.

Any employee using a prescribed or over-the-counter medication should check with their physician to ensure the drug will not impair their ability to work and report the taking of such medication to their immediate supervisor. In circumstances where the use of a prescribed or over-the-counter drug is inconsistent with safe and efficient performance of duties, the employee may take sick leave, a leave of absence, or other action deemed appropriate by management.

Compliance with the above-mentioned Drugs, Alcohol and Weapons (DAW) Policy is a condition of employment. Employees receive notice of the DAW Policy through new hire orientation paperwork, verbal communication, bulletin board postings, distribution of HSE Employee Handbooks and detailed in Cashman Equipment Corporation's Health, Safety and Environmental Program Manual Section Number: HSE-03-00 "Drugs, Alcohol and Weapons Policy".

**DANIEL E. SCHWALL**  
**SENIOR VICE PRESIDENT**  
**CASHMAN EQUIPMENT CORPORATION**

### CASHMAN EQUIPMENT CORPORATION

APPROVED BY:	REVISION NO.	DATE ISSUED:	DATE REVISED:	PAGE
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