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1. GENERAL PROVISIONS

1.1 Purpose

Canada Kuwait Petrochemical Corporation (the "Corporation") and all entities controlled by the Corporation (collectively, "CKPC") is committed to the health, safety and wellness of its Employees, Contractors and the public. Employees have the responsibility to report to work Fit for Work and remain Fit for Work throughout their workday or shift and when on On-call. The use of illegal Drugs and/or the inappropriate use of Alcohol or Medications can have serious adverse impacts in the workplace. This Alcohol and Drug Policy ("Policy") supports the Health, Safety and Environment Policy and is only one facet of an overall approach to risk mitigation and safety.

This Policy applies to all Employees while they are engaged in CKPC business whether working on or off Company Worksites. In addition to the obligations set out in this Policy, all Employees must comply with any additional Site Specific Standards. CKPC's Contractors are required to meet the requirements set forth in Section 8.

1.2 Definitions

In this Policy:

"Alcohol" means the intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols including methyl or isopropyl alcohol.

"Camp Rules" means CKPC's construction camp rules, as the same may be amended from time to time.

"Company Worksite" means any place where CKPC conducts business, including, without limitation, property, buildings, equipment, road systems and vehicles, whether owned, leased or rented.

"Company Vehicle" means a CKPC owned, rented, leased or otherwise controlled motor vehicle, including, without limitation, a car, truck, SUV or any other motorized equipment capable of transporting people or goods.

"Concentration Limits" means the Alcohol and Drug concentration limits set by the Construction Owners Association of Alberta, as the same may be amended from time to time, the current limits are set out in Appendix C of this Policy.

"Contractor" means any individual that is not a CKPC employee, or a business entity, that is engaged by CKPC to perform services at a Company Worksite.

"Drug" means any drug, chemical or agent that may be used to alter the way the body or mind functions and includes Medications.

"Drug Paraphernalia" means any equipment, product or material intended or designed for use in manufacturing, compounding, converting, concealing, processing, preparing or introducing an illicit Drug into the human body. This also refers to any product or device that may be used to attempt to mask, tamper with or adulterate an Alcohol or Drug testing sample.

"Employee(s)" means all regular full-time, part-time, contract, temporary, casual, co-op, summer and seasonal employees on the CKPC payroll.

"Executive" means an officer of the Corporation.

"Failure to Test" includes the failure to report directly for a test, refusal to submit to a test, or refusal to agree to disclosure of a test result to human resources. A failure to test will also include inability to provide sufficient quantities of breath or urine fluid to be tested without a valid medical explanation acceptable to CKPC.

"Fitness for Work" or **"Fit for Work"** in the context of this Policy means being able to safely and acceptably perform assigned duties without any limitations due to the use or after-effects of Alcohol or Drugs.

"Incident" means any actual or potential near-miss situation in which a person, property or the environment was harmed or could have been harmed.

"Medication" means a Drug obtained (i) over-the-counter, or (ii) by the Employee through a physician's prescription, or (iii) through a Health Canada authorization.

"Negative Test Result" means a report from a certified lab showing that an individual who provided a specimen for Alcohol or Drug testing did not have an Alcohol or Drug concentration equal to or in excess of the Concentration Limits.

"On-Call" means the designated period during which an Employee is expected to respond to after hours call outs.

"Positive Test Result" means a report from a certified lab showing that an individual who provided a specimen for Alcohol or Drug testing had an Alcohol or Drug concentration equal to or in excess of the Concentration Limits, or a test result that identifies the presence of Drugs not listed in Appendix C but is nevertheless determined to have impaired an individual's Fitness for Work.

"Reasonable Cause" means whenever an authorized CKPC representative has reasonable grounds to believe that the actions, appearance or conduct of an Employee or Contractor while on duty are indicative of the use of Alcohol or Drugs (other than the approved use and possession of

Medication in accordance with Section 2.3. Reasonable grounds may include, without limitation, the physical and behavioural symptoms identified in Appendix B.

"Safety-Sensitive Position" means a position in which an individual has a key and direct role in an operation where the effects of Alcohol or Drugs, could: (i) seriously impact the health or safety of persons on or off Company Worksites; or (ii) could have a serious adverse impact on property or the environment; or (iii) could result in a failure to adequately respond to an emergency situation, and shall for greater certainty include all Executives.

"Site Specific Standards" means those standards described in the Camp Rules or CKPC's Residence Facility Policy that relate to a specific CKPC facility, site, work camp or business unit.

"Substance Abuse Assessment" means an assessment conducted by a Substance Abuse Expert to determine whether an Employee has a substance abuse disorder.

"Substance Abuse Expert" means an individual with knowledge of and clinical experience in the diagnosis and treatment of Alcohol and Drug related issues.

2. ALCOHOL & DRUG WORK RULE

2.1 Responsibilities

- a) Employees will:
 - i. report Fit for Work for all scheduled duty and remain Fit for Work while On-call and while on CKPC business or on Company Worksites;
 - ii. not report for work or work:
 - A. with an Alcohol level to or in excess of the Concentration Limits;
 - B. with a Drug level equal to or in excess of the Concentration Limits, noting that CKPC does not condone the use of illegal Drugs; or
 - C. while the Employee's ability to safely perform his or her duties is adversely affected because of the use of Medication.
 - iii. not operate a Company Vehicle when they have an Alcohol or Drug concentration greater than zero (other than the approved use of Medication in accordance with Section 2.3);
 - iv. report for testing and participate in testing as required and promote the integrity of the testing process without tampering, adulterating or interfering with testing (for example, masking agents, diluting);
 - v. decline work requests while under the influence of Alcohol or Drugs (other than the approved use of Medication in accordance with Section 2.3), if they are contacted by CKPC to perform unscheduled services, there will not be any adverse consequences to the Employee;
 - vi. advise a supervisor as soon as possible if a person may not be Fit for Work, may be under the influence of Alcohol or Drugs (other than the approved use of Medication in accordance with Section 2.3), or may otherwise be in violation of this Policy;

- vii. subject always to an obligation to be Fit for Work, an Employee must also refrain from the use of Alcohol or Drugs (other than the approved use of Medication in accordance with Section 2.3) after being involved in or observing an Incident until the earlier of (i) the Employee has been tested, or (ii) the Employee has been advised by CKPC that they will not be tested, or (iii) 32 hours have elapsed since the Incident;
 - viii. when requested, participate fully and honestly in any investigation under this Policy;
 - ix. read, understand and abide by this Policy, as well as their responsibilities under it;
 - x. seek advice and follow appropriate treatment if they have a current or emerging problem, and follow recommended monitoring programs after attending treatment; and
 - xi. cooperate with any work modification related to safety concerns.
- b) CKPC is responsible for:
- xii. ongoing leadership and supervision to ensure safe operations and effectiveness of the safety program;
 - xiii. determining and providing appropriate levels of training for Employees;
 - xiv. guiding Employees who voluntarily seek assistance for a personal problem to appropriate resources while maintaining confidentiality in accordance with this Policy;
 - xv. making arrangements for an assessment through human resources if, in the course of any performance-related discussion, an Employee states that they have a problem with Alcohol or Drugs;
 - xvi. taking appropriate steps to investigate any possible violation of the requirements set out in this Policy; and
 - xvii. implementing the requirements of this Policy.

2.2 Prohibitions

The following are prohibited while on a Company Worksite or on duty:

- a) the use, possession, cultivation, manufacture, storage, distribution, offering or sale of Alcohol (unless permitted in accordance with Section 2.4), Drugs (other than the approved use and possession of Medication in accordance with Section 2.3), or Drug Paraphernalia;
- b) any product or device that could tamper with any sample for an Alcohol or Drug test;
- c) the possession, storage or use of prescription Medications prescribed for another individual or the possession, storage or use of prescription Medications without being able to produce a legally, medically obtained prescription; and
- d) the distribution, offering or sale of Medication.

2.3 Medications

Employees shall use Medications responsibly and seek appropriate guidance regarding Medications that may impact Fitness for Work. For clarity, the possession or use of Medication is permitted where all of the following conditions are satisfied:

- a) any Medication in the Employee's possession or used by the Employee is prescribed to the Employee;
- b) the Employee is using the Medication for its intended purpose, and in the manner directed by the Employee's physician and/or the manufacturer of the Medication;
- c) the use of the Medication does not adversely affect the Employee's Fitness for Work; and
- d) in Safety-Sensitive Positions, the Employee has notified his or her supervisor or manager before starting work of any potentially unsafe side effects associated with the use of the Medication.

2.4 Social Situations

In the case of a CKPC social event, appropriate regard will be taken for the safety and well-being of the individuals present and the community. Responsible Alcohol use may be permitted at CKPC-sponsored social functions with prior Executive approval. CKPC's Code of Ethics remains in effect at CKPC-sponsored events and any Alcohol consumption is expected to be done responsibly and in moderation. If an Employee is no longer Fit for Work following a CKPC social event, that Employee shall not report back to work. CKPC has a zero tolerance policy with respect to the use of vehicles while an Employee is legally intoxicated, or the use of Company Vehicles while an Employee has an Alcohol or Drug concentration greater than zero (other than approved use of Medication in accordance with Section 2.3), and accordingly CKPC will arrange for alternate transportation for Employees in such circumstances. The use, possession, distribution and offering for sale of Drugs and Drug Paraphernalia at CKPC-sponsored social situations is strictly prohibited.

Consistent with the above, if Alcohol is made available to CKPC guests in the course of conducting CKPC business (for example, restaurant meetings), Employees are expected to use reasonable judgment and be responsible in hosting others and remain in compliance with the Policy. If an Employee suspects that a CKPC guest has consumed Alcohol in excess of the limits provided for in this Policy, the Employee will arrange for alternate transportation for that CKPC guest in such circumstances.

2.5 Site Specific Standards

This Policy sets out requirements which may be enhanced or modified by any facility, site, work camp or business unit where justified. Any enhancements or modifications must be in the form of a Site-Specific Standard that is supported by justification and brought forward for approval by CKPC's safety and security, legal and human resources departments in consultation with the applicable business unit leader.

2.6 Vehicles and Licenses

Maintaining a valid driver's license is a condition of employment in any position that requires the operation of a Company Vehicle. CKPC has a zero-tolerance policy for Employees who operate a Company Vehicle with an Alcohol or Drug concentration greater than zero (other than approved use of Medication in accordance with Section 2.3). Employees who may be required to operate a Company Vehicle are required

to notify their Manager as well as the Human Resources department immediately upon suspension of or disqualification of their license to operate a motor vehicle, regardless of the reason or duration of the suspension or disqualification.

3. INVESTIGATION

CKPC will investigate any violations or suspected violations of this Policy including, but not limited to, the following situations:

3.1 Fitness for Work

In all situations where there is Reasonable Cause to believe that an Employee may not be Fit for Work at a Company Worksite, the Employee will be escorted by a supervisor to a private place to be interviewed. The Employee will be given an opportunity to provide a reasonable explanation for their behaviour or condition, and the supervisor will take action appropriate to the situation. The Employee shall not be permitted to continue to work while such Employee's Fitness for Work is being determined.

If the explanation is not reasonable, and/or the supervisor conducting the interview still believes the Employee is not Fit for Work, the supervisor must take one or more of the following actions:

- a) referral for medical attention if there are immediate medical concerns (for example, a health center, local hospital or clinic);
- b) referral for an Alcohol and/or Drug test if there is Reasonable Cause (See Appendix B); and/or
- c) seek further guidance from the Human Resources department.

The Employee may be temporarily removed from their duties or reassigned pending completion of any investigation. If testing is required, it shall be completed in accordance with Section 5 and the reasons for testing shall be documented as soon as practical after the action has taken place.

3.2 Suspected Presence of Alcohol, Drugs or Drug Paraphernalia

CKPC reserves the right to investigate any situation where there are reasonable grounds to believe that Alcohol, Drugs or Drug Paraphernalia are present on any Company Worksite in violation of this Policy. Supervisors are responsible for identifying situations where an investigation is justified based on whether or not there are Reasonable Grounds. Supervisors will be responsible for advising their manager of the situation, who, after consultation, with CKPC's Safety and Security, Legal and Human Resources departments, will make the final decision as to whether and how to initiate an investigation. The investigation may include a search of CKPC property which shall be completed in accordance with Section 4.2.

4. TESTING AND SEARCHES

4.1 Testing

Alcohol and Drug testing will be conducted for Safety-Sensitive Positions in the following circumstances:

- a) **Pre-employment Testing**
Drug testing shall be conducted when hiring persons for Safety-Sensitive Positions or transferring Employees to, or cycling Employees through, a Safety-Sensitive Position from a position that did not have this requirement. Any offer of employment for such a position is deemed to be conditional upon a Negative Test Result.
- b) **Maintenance Testing for Existing Employees**
From time to time, Employees in Safety Sensitive Position may be asked to re-test at the discretion of human resources.
- c) **Summer and Co-op Students**
Summer students and co-op students in Safety-Sensitive Positions will be required to test before the commencement of a work term. Returning summer and co-op students in Safety-Sensitive Positions will be required to re-test before the commencement of each new work term where there has been a break in service of two (2) months or greater.
- d) **Post-incident and Near Miss Testing**
A supervisor or a manager of an Employee must request that an Employee submit to Alcohol and/or Drug testing if the supervisor or manager and the next level of management, where possible, have grounds to believe that impairment contributed to the cause of a serious or potentially serious work-related incident. Such supervisor or manager shall document whether testing was required, not required, or unable to be completed along with a supporting explanation. A serious incident would be one that resulted in:
 - i. a fatality;
 - ii. a serious personal injury to a worker (medical treatment or worse), a member of the public or any other individual;
 - iii. an incident with a potential for serious injury to a worker (medical treatment or worse), a member of the public or any other individual;
 - iv. an act of violence;
 - v. an environmental incident or a potential environmental incident with significant consequences;
 - vi. a significant or a potential significant loss or damage to property or equipment;
 - vii. a significant or a potential significant loss of CKPC revenues or the payment of damages;
 - or
 - viii. a motor vehicle accident involving a Company Vehicle, or a motor vehicle involved in an accident on CKPC property.

In addition to the incidents listed above, at their discretion and as part of a complete investigation, a supervisor or manager may require a post-incident test after any other serious work incident or an incident without loss which is nonetheless considered to have had potential for more serious consequences.

Testing will also be required as part of an investigation into a less serious incident if, as a result of the preliminary review, it is reasonably believed that Alcohol or Drug use may have been a factor. Samples must be collected within eight hours after the incident for an Alcohol test and 32 hours after the incident for a Drug test.

e) Reasonable Cause Testing

A supervisor or a manager of an Employee must request that an Employee submit to Alcohol and/or Drug testing if the supervisor or manager and the next level of management, where possible, have Reasonable Cause to believe that the Employee is or may be unable to work in a safe manner due to impairment.

f) Return to Work Testing (Post Violation)

Drug and/or Alcohol testing shall be conducted before an Employee who has been absent following a Positive Test Result may return to work.

g) Return to Work Testing (Post Treatment)

Following suspension, Employees shall follow a return to work plan and may be required to enter into an agreement regarding their continued employment with CKPC. The work plan or agreement (as applicable) may include, but is not limited to: temporary position change, unannounced Alcohol and/or Drug testing, requirements to continue on-going rehabilitation and such other requirements as determined in the substance abuse assessment for that Employee.

4.2 Searches of Company Worksites

Searches may be conducted by a CKPC-appointed security team member to confirm compliance with this Policy. Searches of personal items must be based on Reasonable Cause in accordance with Appendix B. Searches may be conducted with or without sniffer dogs. Prior to work at a Company Worksite, Contractors will advise their employees, sub-contractors and agents that CKPC may search its Company Worksites and any individual or property on these locations to confirm compliance with this Policy and will obtain the consent of its employees, sub-contractors and agents to permit CKPC to perform such searches.

5. TESTING PROCEDURES

5.1. Testing Procedures

Any person who requires an Employee to be tested for Alcohol or Drugs under the terms of this Policy must tell the Employee beforehand why the test is being requested.

When testing for either Alcohol or Drugs is to occur, CKPC will direct the Employee to a sample collection site designated by a certified lab or hospital/clinic depending on the circumstances. The Employee will be

provided with transportation and escorted to the collection site or hospital/clinic, and then transported to their local place of residence or the care of another adult person. At CKPC's discretion, a qualified technician may be brought to the Company Worksite to conduct testing. All testing shall be conducted following the below procedures:

- a) All tests will be reviewed by a physician to ensure that there are no other factors that could influence the test results.
- b) If an Employee has a known substance abuse issue and is not already part of a rehabilitation program, the Employee will be accommodated as disabled, and is expected to work in partnership with CKPC and a Substance Abuse Expert to create and adhere to a rehabilitation program.

5.2 Internal Communication of Results

The procedure for internal communication of the results of any Alcohol or Drug testing under this Policy shall be as follows:

- a) **Positive Test Results** – Human resources will receive and act upon confidential reports of Positive Test Results.
- b) **Negative Test Results** – Human resources will receive confidential reports of Negative Test Results.

5.3 Confidentiality

All testing will be performed in accordance with specific procedures designed to ensure privacy, confidentiality, and integrity of the test results. Test results will be securely stored and will only be disclosed to authorized CKPC Employees, medical and legal professionals and as required by law, unless explicit written is obtained.

6. COMPLIANCE

6.1 Failure to comply with this Policy

CKPC will discipline an Employee who fails to comply with any of the requirements of this Policy. Discipline may include a variety of reasonable measures, up to and including termination for cause. Determination of the appropriate disciplinary measure will depend on the facts surrounding each case, including the nature of the violation, prior violations, response to corrective programs and the gravity of the violation.

6.2 Failure to Test

A Failure to Test shall be considered insubordination and a breach of this Policy and may result in discipline measures up to and including termination for cause.

6.3 Positive Test Results

Any Employee who receives a Positive Test Result will be immediately suspended from work with pay, until further investigations can be conducted. A verified Positive Test Result or failure to participate in a rehabilitation or treatment program may be just cause for termination. At the discretion of the Human Resources department, an Employee may be referred to a Substance Abuse Expert for a Substance Abuse Assessment. Failing to meet with a Substance Abuse Expert or attend a Substance Abuse Assessment is a violation of this Policy and may be just cause for termination.

A conditional offer made to an applicant for a Safety Sensitive Position who receives a Positive Test Result will be immediately revoked. The applicant is encouraged to apply for future opportunities, and will again be asked to complete a pre-employment Alcohol and Drug test.

7. ASSISTANCE AND ACCOMMODATION

7.1 Assistance

Employees who believe that they may have developed a substance abuse problem are encouraged to seek assistance from their supervisor, any member of the human resources staff, or CKPC's confidential employee assistance program.

7.2 Accommodation

CKPC will make all reasonable efforts to accommodate any Employee with a substance abuse problem in accordance with CKPC's Accommodation Policy, such efforts may include Substance Abuse Assessments, substance abuse counseling, employee and family assistance programs and residential treatment facilities. Each case will be reviewed on a case-by-case basis.

8. CONTRACTOR PERFORMANCE

8.1 Compliance Requirements

Contractors shall ensure that their employees, subcontractors and agents are Fit for Work while working on Company Worksites. CKPC shall require Contractors, and their sub-contractors who provide services to CKPC, to have in place and enforce an alcohol and drug policy which meets or exceeds this Policy. Any Contractor that does not have such policy in place shall be required to comply with this Policy. CKPC shall also require the Contractor to maintain statistics of testing dates and results (without identifying the individuals tested), which may be reviewed by CKPC at any time. CKPC may also review Contractors' policies and performance to ensure compliance with this Policy.

CKPC may, at the discretion of management, require a Contractor to certify that all of its representatives performing safety-sensitive functions at a Company Worksite or project have been tested for Alcohol or Drugs prior to their first entry to the Company Worksite. CKPC reserves the right to refuse access to a Company Worksite by any representative of a Contractor where that representative, in the sole opinion of CKPC, may in any way present a risk to the safety of any person or property at the Company Worksite.

8.2 Incident Management

Where an Employee or CKPC's representative at a Company Worksite (for example, a contracted project management or safety supervisor) who is responsible for supervising the work of a Contractor representative has Reasonable Grounds for believing the representative is not Fit for Work, the Employee or CKPC's representative shall instruct the Contractor's representative immediately to stand down and notify the Contractor's manager and the relevant CKPC manager of this action.

Where such an incident results in a positive Alcohol or Drug test facilitated by the Contractor, the Contractor shall respond to the situation in accordance with this Policy or the Contractor's drug and alcohol policy (as applicable). In addition, the CKPC Employee or representative supervising the Contractor's performance may require the Contractor to attend a meeting for the purpose of reporting on the action taken by the Contractor in response to the incident.

Any costs incurred in connection with a Policy violation by a representative of a Contractor shall be the responsibility of such Contractor.

This Policy was adopted by the Board of Directors on May 23, 2017.

APPENDIX A

ACKNOWLEDGEMENT OF ALCOHOL & DRUG POLICY AGREEMENT TO
SUBMIT TO REASONABLE CAUSE SUBSTANCE TESTING AND
AGREEMENT TO RELEASE TEST RESULTS

I, _____, understand that Canada Kuwait Petrochemical Corporation (the "Corporation") maintains an Alcohol & Drug Policy (as amended from time to time, the "Policy") requiring all employees to report to work in a substance-free condition. I acknowledge that I have received and read a copy of the Policy. If I did not understand the Policy, I have asked for and have received an explanation. I understand that I am required to review and adhere to any updates or amendments to the Policy and that any breach of the Policy may result in administrative and/or disciplinary measures, up to and including dismissal for cause.

I also understand that as a condition of my continued employment, where the circumstances requiring testing outlined in the Policy exist, the Corporation will require me to undergo testing for the presence of alcohol or drugs and I hereby consent and agree to submit to such testing.

I further consent to the collection, use and disclosure of my Personal Information (as defined below) by the Corporation pursuant to Policy, and consistent with applicable Provincial and Federal privacy laws. I understand that "Personal Information" when used in this acknowledgement refers to information about me as an identifiable individual. I further understand that my Personal Information will contain my personal health information collected by the Corporation for the purposes of enforcing the Policy, including the results of any substance testing results being released to the Corporation's authorized representative.

I also understand and agree that I am responsible for reporting any drug or alcohol addiction, including the inappropriate use of medication, to my supervisor and/or manager. In the event I suffer from a drug or alcohol addiction, I agree to participate in a CKPC approved rehabilitation or substance abuse treatment program (the "Treatment Program"). I further consent to the disclosure of such Personal Information of mine by the Treatment Program as is necessary for the Corporation to confirm my ongoing participation in, and successful completion of, such Treatment Program.

THIS AGREEMENT SIGNED this _____ day of _____ 20_____, in the City of

_____, in the Province of _____.

Print name: _____

Witness: _____

APPENDIX B

REASONABLE CAUSE CHECKLIST

QUESTIONS					
PHYSICAL SYMPTOMS	YES	NO	BEHAVIOURAL SYMPTOMS	YES	NO
Smell of marijuana			Disorientation:		
Incense or room deodorizers			Is the worker confused about:		
Eye drops or mouthwash			Where he/she is?		
Needle marks on arms			What day it is?		
Smell of alcohol on worker's breath			What time it is?		
Shaking or trembling hands			Apparent inability to focus on work		
Blank stare or expression			Unusual or unexplained resistance to authority or refusal to follow reasonable orders		
Deteriorating physical appearance			Mood:		
Excessive perspiration			Belligerent		
Presence of substances with:			Moody		
Appearance of drugs			Ecstatic		
Drug paraphernalia			More nervous than usual		
Eyes:			Giddy		
Bloodshot			Talkative		
Dilated pupils			Drowsy		
Pinpoint pupils			Confession that worker was:		
Speech:			Drinking alcohol		
Slurred			Using drugs		
Confused			Confirmation by co-workers		
Fragmented			Sudden and/or unpredictable change in energy level		
Slow			Change in appearance after lunch or break		
Unusually soft			Withdrawal/avoidance of peers		
Unusually loud			Complaints from co-workers		
Excessive trips to the restroom			Excessive absenteeism, especially Monday, Friday or the day after holidays or paydays.		
Lack of motor coordination			Unauthorized or unscheduled absences		
Skin colour:			Prolonged lunch hours		
Pale			Unusually high incidence of colds, flu, upset stomachs and headaches		
Flushed			Unusual sneezing/ nasal congestion		
Excessive yawning			Tardiness		
Weariness/ fatigue/ exhaustion			Unexplained departures from work or job area		
Sunglasses worn at inappropriate times			More than the average number of work-related injuries, incidents or mistakes?		
			Decrease in efficiency or productivity		
			Careless operation of equipment		

				Careless performance of job		
Other signs? Explain below:						

APPENDIX C

CONSTRUCTION OWNERS ASSOCIATION OF ALBERTA STANDARDS

Capitalized terms used in this Appendix C and not otherwise defined shall have the meaning given to them in Canada Kuwait Petrochemical Corporation's Alcohol and Drug Policy ("Policy"). The limits for the presence of Alcohol and Drugs in the body that determine compliance with the Policy are the Construction Owners Association of Alberta standards as amended from time to time.

Alcohol and Drug test results shall be considered a Positive Test Result when they equal or exceed the concentrations set forth below. However, notwithstanding the foregoing, pursuant to Section 2.1(a)(iii) of the Policy, where an Employee is operating a Company Vehicle, Alcohol and Drug test results shall be considered a Positive Test Result where they show a concentration greater than zero.

Alcohol:

Screening Level	Confirmation Level
0.040 grams per 210 litres of breath	0.040 grams per 210 litres of breath

Urine Drug Concentration Limits:

Drugs or classes of drugs	Screening concentration equal to or in excess of ng/ml	Confirmation concentration equal to or in excess of ng/ml
Marijuana metabolite	50	15
Cocaine metabolite	150	100
Opiates	2000	-
• Codeine	-	2000
• Morphine	-	2000
6-Acetylmorphine	10	10
Phencyclidine	25	25
Amphetamines	500	-
• Amphetamine	-	250
• Methamphetamine	-	250
MDMA ¹	500	-
• MDMA	-	250
• MDA ²	-	250
• MDEA ³	-	250

Oral Fluid Drug Concentration Limits:

Drugs or classes of drugs	Screening concentration equal to or in excess of ng/ml	Confirmation concentration equal to or in excess of ng/ml
Marijuana (THC)	4	2
Cocaine metabolite	20	-
• Cocaine or Benzoylecgonine	-	8
Opiates	40	-
• Codeine	-	40
• Morphine	-	40
• 6-Acetylmorphine	-	4
Phencyclidine	10	10

Amphetamines	50	-
• Amphetamine	-	50
• Methamphetamine	-	50
• MDMA ¹	-	50
• MDA ²	-	50
• MDEA ³	-	50

(¹ Methylenedioxymethamphetamine; ² Methylenedioxyamphetamine; ³ Methylenedioxyethylamphetamine)