

Drug, Alcohol & Tobacco Policy

Excellence Logging is strongly committed to protecting our employees and improving health and safety in the workplace by dealing with prejudicial smoking and the use of drugs and alcohol.

Our Goals are to ensure compliance with each country's applicable legislation; contribute to the protection of non-smokers from passive smoking; regulate where smoking is permitted or prohibited; prevent possession or consumption of drug and alcohol at work; and make certain people are capable of safely performing duties.

Company Management holds the responsibility to ensure the requirements of this policy are communicated, understood and applied. All employees, contractors, suppliers, consultants, and temporary staff working for Excellence Logging must respect this policy.

Our Requirements are to ensure that no one is in such a condition that could endanger their own safety or that of others through the consumption of any form of drugs and alcohol; adhere to all relevant Drug, Alcohol & Tobacco Policies; address workplace factors that may influence someone to turn to drugs or alcohol; take appropriate action if any drug or alcohol abuse is suspected at work; ensure that employees notify Excellence Logging HR Management if, for legitimate medical reasons, any prescribed or non-prescribed medication is likely to affect their behaviour, abilities or faculties.

Only by individuals adhering to Excellence Logging's zero-tolerance attitude in Company-controlled operations or environments can we protect and preserve the health and safety of all. **Everyone is encouraged** to identify risks and opportunities. We are determined to provide the necessary resources to achieve our goals and will support initiatives for continuous improvement of the Excellence Logging Management System (OMS).

John LECHNER
Chief Executive Officer
Excellence Logging

