**DRUG AND ALCOHOL POLICY**

Titan Drilling maintains a strong commitment to its employees to provide a safe work place and to establish programs promoting high standards of safety. Consistent with the spirit and intent of this commitment, the company expects employees to report to work in proper condition to perform their duties.

Titan Drilling recognizes that the presence of drugs and alcohol in the workplace only increases the hazards inherent to our industry. It is the intent of Titan Drilling to prevent the use and abuse of controlled substances and alcohol. Titan Drilling has the right to refuse entry or remove from site any person suspected of being under the influence of a banned substance and requires such person to undergo testing.

Ignorance of the above regulations will result in disciplinary action on which the outcome might lead to dismissal.

**DRUGS**

**FIRST TEST**

**NEGATIVE**

Return to work

**REFUSAL**

***DISMISSAL***

**POSITIVE**

Stand down, without pay, awaiting confirmation from external testing laboratory.

***DISMISSABLE OFFENCE***

Positive Lab Result – **Instant Dismissal**

**ALCOHOL**

**ALCOHOL**

**FIRST TEST**

**REFUSAL**

***DISMISSAL***

**POSITIVE**

BAC Reading 0.01 and higher

***DISMISSABLE OFFENCE***

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**NEGATIVE**

Return to work