



McElhanney Consulting Services Ltd.

Safety Sensitive Positions: Drug & Alcohol Policy

In today's workplace, finding a company committed to creating a safe environment can be daunting. This is why you will be happy to know that at McElhanney Consulting Services Ltd., safety is an intrinsic value. Our Drug & Alcohol Policy stems from McElhanney's commitment to the safety and overall well-being of our employees. We are always taking steps to enhance our safety program, meet or exceed industry standards, and to comply with the high expectations of our clients, especially those in the energy and mining industries.

McElhanney's Drug & Alcohol Policy is based on the Canadian Model, a nationally accepted best practice recognized by many of our clients. The policy sets out a set of rules dealing with drug and alcohol consumption and influence while in the workplace. As such, new and existing employees in Safety Sensitive Positions are required to clear pre-employment Drug & Alcohol Testing, and be re-tested every 3 years (or as required) as a condition of employment. This testing is done in a highly confidential and respectful manner through an external provider.

This policy helps minimize the risks of substance abuse in the workplace, protects McElhanney and our employees and ensures that we contribute to a safe workplace. If you have any questions about this, please do not hesitate to contact us at recruit@mcelhanney.com.

