



McElhanney Ltd.

Safety or Risk Sensitive Positions: Drug & Alcohol Policy

Safety is a core value and an overriding priority at McElhanney, and we are committed to ensuring a safe, healthy, and respectful work environment for all employees, our partners, our clients, and the public. To us, that means fostering a strong safety culture, building safety into everything we do across our business, and continuously improving in all aspects of our Health, Safety, and Environment Management System.

To maintain our commitment and uphold our core values, McElhanney has developed its Drug & Alcohol Policy based on requirements outlined in the [Canadian Model for Providing a Safe Workplace](#), a nationally accepted best practice and the industry standard. The policy sets out rules around dealing with drug (including marijuana) and alcohol impairment and possession while in the workplace. As such, new and existing employees in Safety or Risk Sensitive positions are required to test negative on their pre-employment drug & alcohol test, 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 drug and alcohol impairment in the workplace. It protects our staff and others, as well as McElhanney. Our Policy 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.

