



DRUG FREE WORKPLACE POLICY

In a commitment to safeguard the health of each our employees and to provide a safe working environment for all employees, Patriot Recycling (the “Company”) adheres to a drug free workplace policy. It is the intent of the Company to provide a safe work environment for all employees which is free of the effects of substance abuse or abusers. Similarly, it is your responsibility to maintain personal health so you are physically and mentally capable of performing your assigned job(s) with the Company. The abuse of drugs or alcohol is an unsafe and counterproductive practice that will not be tolerated. If you believe you have a substance abuse problem, you are urged to seek assistance before your actions violate Company policy.

The Company Drug Free Workplace Policy terms and conditions are as follows:

- The Company prohibits the illegal use, possession, sale, manufacture, or distribution, of drugs, alcohol, or other controlled substances on Company property and/or in Company vehicles or equipment. It is against Company policy for you to report to work or to perform job duties, including the operation of a motor vehicle, under the influence of drugs or alcohol.
- All applicants considered final candidates for a position as a Company employee will be drug tested as a part of the application process. Any applicant refusing to submit to a pre-employment drug test will be ineligible for hire. If an applicant's test is confirmed positive, the applicant will not be considered for employment at that time.
- All employees are subject to random drug/alcohol testing in accordance with Company policies and governmental regulations.
- Any employee may be drug tested when there is a reasonable suspicion that the employee is using, has used, or is under the influence of drugs and/or alcohol.
- If an employee suffers an injury on the job or is involved in an accident, that employee may be subjected to post event testing.
- If an employee refuses to submit to a drug/alcohol test, the employee will be subject to discipline up to and including discharge.
- Prescription drugs prescribed by physician of an employee may be taken during work hours. Any employee taken prescribed medications should notify his/her supervisor if the use of properly prescribed prescription drugs might adversely affect his/her work performance. An employee may be assigned other duties if the use of prescribed medication may interfere with his/her regular job duties. Abuse of prescription drugs will be considered a violation of this policy.
- In the case of a violation of the Company policy, including a positive drug or alcohol test result, any employee committing such violation will be subject to discipline up to and including discharge.

Read, Understood, Accepted and Agreed to:

Employee

Date