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October 16, 2018

Notice: All Trades, Suppliers, Consultants, Engineers, Architects and Visitors,

Memorandum --- Cannabis and Alcohol Prohibited in the Workplace

With the legalization of Cannabis across Canada set to take place October 17, 2018, we wanted to communicate our policy as it relates to the presence or use of any Impairment-causing substances on our projects, offices and/or other workplaces.

For the safety of everyone in the workplace, this policy applies to all of our Staff, Trade Contractors, Suppliers, Consultants, Engineers and/or others who work in or visit our workplaces.

1. Cannabis (in any form) and alcohol are prohibited in our workplaces.
2. Reporting to work or found at work impaired, is strictly prohibited.
3. All persons in the workplace must be Fit for Duty and therefore all Employers require a policy that deals with the requirements for workers to be Fit for Duty.
4. Prior to engaging in any work activities, all persons in our workplaces must report the need for medical cannabis use to the Bachly Site Management team. In such cases the **Employer** will be asked to enact their Fit for Duty program in compliance with current legislative requirements, including but not limited to the Human Rights Code.

We hope that you will all join us and continue to keep our workplaces safe while adhering to the requirements of this Memorandum. Those who choose not to adhere to the requirements above, will not be welcomed in our workplaces, and corrective measures as such, will be taken.

Thank you,

A handwritten signature in black ink, appearing to read 'Andrew Bachly', with a long horizontal stroke extending to the right.

Andrew Bachly
President

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