



## **ALCOHOL, ILLEGAL DRUGS & WEAPONS POLICY**

### **OVERVIEW**

In accordance with International Logging Inc. (ILI) policy, this is to notify all ILI employees that illegal and unauthorized drugs, drug paraphernalia, narcotics, alcohol, stolen property, controlled dangerous substances and firearms are not permitted within any ILI property including real estate, personal or otherwise, as well as field locations in which ILI is providing services. In addition, this includes housing provided by ILI for their employees

Possession, use and/or distribution of such items by a person within any ILI installation, property or facility poses a serious threat to the safety of ILI employees, operations and equipment.

### **SEARCH, INSPECTION AND TESTING**

ILI reserves the right, at all times when it deems circumstances warrant, to have authorized personnel conduct searches or inspections of employee's personal effects, including but not limited to baggage, company vehicles and quarters, for the purpose of determining if any employee is in possession of illegal or unauthorized items. Employees are responsible for their personal effects and will be held accountable for the contents therein.

Employees shall not consume alcohol for at least twelve (12) hours prior to reporting for work. Any company employee at any time during the employee's working hours, may have authorized personnel request him or her to report immediately to a physician, nurse, medical clinic, laboratory or hospital designated by the company for alcohol and/or drug testing.

Urine testing of employees may be conducted only under the following circumstances:

1. New employees or employees returning to work after a period of absence or lay-off
2. Any employee involved in an accident or incident whether or not it results in personal injury to anyone. Other employees on tour with the involved employee may also be asked to report for tests.
3. At all times when the company deems circumstances warrant it, authorized personnel may request any or all employees on the company job site to report for same.

Any company employee may be subject to disciplinary action up to and including immediate discharge if any of the following should occur.

Employee refuses to submit to a search or inspection for illegal and unauthorized items and/or testing for the presence of alcohol, drugs or other controlled substances

Employee is found in possession of any illegal or unauthorized items.

Employee's test results confirm the presence of alcohol, drugs and/or other controlled substances.

Searches and/or tests may be conducted from time to time without prior announcement. ILI not only has the right but the obligation to conduct searches, inspections and testing to insure a safe and health working environment concerning its equipment, properties, facilities and installations.

When appropriate, such items discovered through company searches may be taken into custody and turned over to the appropriate law enforcement authorities. This company policy applies to all employees, to representatives of contractors or sales companies having business with ILI.

Ken Babcock  
Chief Executive Officer

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