

FRONTIER

Drugs, Smoking, & Alcohol...

Alcohol consumption is not permitted within the building or on property. Under the influence of alcohol for any role, more specifically those of a safety sensitive nature (such as courier or long haul driving, operating heavy equipment) is not permitted. Discipline up to and including termination of employment will occur for repeat offences.

To encourage a healthy work environment, Frontier provides a smoke free workplace. As such no smoking or vaping is allowed within the building. Should you wish to smoke / vape you may do so outside the building in designated areas.

Specific policies regarding cannabis & alcohol are noted below:

Cannabis laws vary by province, territory and state. Frontier will not support the consumption &/or possession, &/or transport of recreational cannabis at any Frontier facility or vehicles, at work related social events, client events, or meetings and when working remotely, including from home or other locations.

Examples:

- For consumption in any Frontier facility or parking lot or employee patio. ie. Drugs: Smoking, vaping, ingestion, or topical application. Alcohol: consumption.
- For transport or storage in any Frontier property such as but not limited to our trucks, trailers, fleet vehicles, office or warehouse.
- For possession in any Frontier facility. Cannabis substances (including but not limited to edibles, vape products, oils, balms, patches), drugs and alcohol
- Driving under the influence of cannabis, drugs or alcohol while at work will be subject to corrective action.

Employees will participate in pre-employment drug testing and on-going random drug & alcohol testing may be required. Employees will be notified in advance of their required participation. Positive results in any test may lead to immediate termination of employment.

Impairment is not tolerated in our workplaces and is not limited to cannabis or alcohol. Employee behavioural or performance issues related to cannabis or alcohol use or impairment will be addressed through appropriate process including action plan for improvement, intervention, corrective action, and dismissal as appropriate.