



Recreational Cannabis Legalization - Canada

Effective today, October 17, 2018, it is legal for adults over the age of 19 to use and possess recreational cannabis in Canada. There are a number of restrictions on use and possession, and it's your responsibility to know what will be legal and illegal in your province or state.

Cannabis laws (including where cannabis may be consumed), vary by province, territory and state. Frontier is taking a consistent approach that consumption & possession of recreational cannabis will not be permitted at Frontier Supply Chain Solutions Inc. workplaces, at work related social events, client events or meetings and when working remotely, including from home or other locations.

Cannabis, alcohol and all drugs are not permitted:

- For consumption (ie. Smoking, vaping, ingestion, or topical applications) at the workplace
- For transport or storage in any Frontier property such as but not limited to our trucks, trailers, fleet vehicles, office or warehouse.
 - Driving under the influence of cannabis, drugs or alcohol while at work will be subject to corrective action.
 - Random drug and alcohol testing programs may apply in safety sensitive roles including but not limited to Driver positions.

The possession of cannabis substances (including but not limited to edibles, vape products, oils, balms, patches), drugs and alcohol are not be permitted within the workplace.

And of course, impairment is not tolerated in our workplaces and is not limited to cannabis. As with alcohol and all drugs, any employee behavioural or performance issues related to cannabis use or impairment will be addressed through appropriate avenues, including coaching, mandatory referral programs, corrective action and dismissal as appropriate.

Should you have any questions or concerns please feel free to contact your manager or HR.

Thank you,

Human Resources