



STANDARD

CONTRACTOR ALCOHOL AND DRUG STANDARD

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SCOPE AND PURPOSE

Suncor is committed to providing a safe work environment for all workers and for those whose safety may be affected by such workers. Suncor recognizes that the use of alcohol and drugs can adversely impact a safe work environment. This Contractor Alcohol and Drug Standard (the "Standard") is aimed at ensuring a safe work environment and identifies minimum standards that are expected of a contractor to mitigate the workplace risks associated with alcohol and drugs.

The purpose of this Standard is to address and minimize the risks in the workplace associated with alcohol and drugs and to clarify the contractor's obligations to ensure that all workers deployed on behalf of the contractor have the ability to safely and acceptably perform their assigned duties without any limitations relating to alcohol and drug use. This Standard supports the Environmental Health and Safety Policy and is only one facet of an overall approach to risk mitigation and safety that contractor's are expected to comply with.

GUIDANCE & STANDARDS

Suncor requires commitment on the part of contractor organizations and contract workers to accept responsibility for their own safety and the safety of others. This commitment includes conduct or behaviour that may adversely affect their ability to safely and reliably perform their duties. As such, all contractor organizations, including service providers, must ensure that all workers deployed on behalf of the contractor organization (directly or indirectly, including sub-contractors) to any worksite controlled or occupied by Suncor are fit for duty and that these workers remain fit for duty throughout their work shift.

All contractors that provide goods or services to Suncor in Canada must:

1. have an alcohol and drug policy that meets or exceeds either (i) Suncor's Alcohol and Drug Policy, Supporting Standards and Site Specific Standards (as such policies may be amended from time to time), or (ii) the 2005 Canadian Model for Providing a Safe Workplace - Alcohol and Drug Guidelines and Work Rule as amended on October 1, 2010 (Canadian Model); and,
2. ensure when workers are initially deployed on behalf of the contractor organization (directly or indirectly, including sub-contractors), or are returning to a Suncor worksite after an absence of 90 calendar days or more, that prior to accessing any Suncor worksite any such worker must pass a pre-access alcohol and drug test in accordance with the Canadian Model.
 - a) The pre-access test will be valid for return access to a Suncor worksite for:

- i. a period not more than 90 calendar days from the date the test was completed. Workers will be required to provide proof of a valid pre-access test to the contractor organization for each subsequent return to a Suncor worksite; or
 - ii. for as long as the worker remains in continuous employment (without lay-off or termination of employment) with the same contractor organization.
- b) A worker will not be required to complete a pre-access test for initial access to a Suncor worksite for the following circumstances:
 - i. the worker has remained in continuous employment with the current contractor organization since the date of the pre-access test;
 - ii. the worker has previously completed a pre-access test with respect to work to be performed on another worksite in accordance with the Canadian Model, and it is not more than 90 calendar days since the date the test was completed.
 - iii. the worker is participating in a rapid site access program (RSAP) in Alberta, or participating in a similar program approved by Suncor, and is considered “active”; or,
 - iv. the worker is present at a Suncor worksite for temporary short term day-by-day access such as vendor representative, visitors, government agents, or consultants who may from time to time attend at a Suncor worksite for visits, tours, inspections or deliveries. These individuals must be authorized by Suncor to be present on a Suncor worksite, and while on the worksite must be escorted at all times by Suncor personnel or other personnel designated by Suncor.

EXCEPTIONS

Intentionally left blank.

DEFINITIONS

All undefined capitalized terms in this Standard are as defined in the Suncor Alcohol and Drug Policy.

REFERENCES TO RELATED DOCUMENTS

Suncor Alcohol and Drug Policy
Suncor Environmental Health and Safety Policy