

Drug and Alcohol Policy

Substance abuse is a serious violation of L R HELICOPTERS INC. Company Policy, and has an adverse impact on the safety and health of the employee, their families, fellow employees, contractors, and contractor's employees. It is L R HELICOPTERS INC. objective to eliminate substance abuse by all employees and not allow its use by any contractors on its sites. To achieve this objective, management asks for the co-operation of each employee as well as contractors.

L R HELICOPTERS INC. will not tolerate the possession, sale, transportation or use of illicit drugs, synthetics, or "designer drugs" or any other illegal substances, as well as, any drug paraphernalia or equipment on or in any L R HELICOPTERS INC. premise, aircraft, vehicle, job site, contractor site, client site, or business area.

The use, possession, purchase, sale, or ingestion of any intoxicating substance on any L R HELICOPTERS INC. premise, aircraft, vehicle, job site, contractor site, client site, or business is strictly prohibited without the express consent of L R HELICOPTERS INC. or its representatives and failure to observe this will result removal from the site.

No passengers on board any L R HELICOPTERS aircraft shall be in possession of any illicit drugs, intoxicating substances or other items prohibited by the Aviation Authority.

No employee shall perform their duties on behalf of L R HELICOPTERS within ten (10) hours of consuming any intoxicating substance or within twenty-four (24) hours of consuming enough intoxicating substances as to cause legal impairment as determined by Federal and Provincial Regulations.

L R HELICOPTERS INC. reserves the right to test for drug and/or alcohol use as part of the company Safety Management System. There are four circumstances when L R HELICOPTERS may test for drug and/or alcohol use:

- 1 - pre-access,
- 2 - probable cause,
- 3 - post-incident, and
- 4 - return-to-duty / follow-up

All operational and maintenance positions at L R HELICOPTERS INC. shall be classified as safety-sensitive positions and shall require pre-access drug and alcohol testing.

Employees are required to offer a valid sample when requested. In the event a dilute sample is given, the employee is required to offer a second sample. Tampering with any sample shall be grounds for dismissal. Refusal to any part of the Drug and Alcohol Program shall be deemed as in non-compliance and subject to disciplinary measures.

All company personnel shall receive subsequent training including, but not limited to, this policy, effects and symptoms of drug and alcohol use and company procedures for suspected substance use and/or abuse.

All testing shall be completed in conformance with recognized industry standards. All results shall be kept confidential unless government authorities require the information; should this be the case, the government authority shall make the information request to L R HELICOPTERS INC. in writing and the employee shall be notified prior to releasing any information.

We encourage employees who have a problem to recognize such, and come forward to seek assistance. An employee's job security will not be jeopardized by virtue of coming forward to ask for help.

While L R HELICOPTERS INC. is willing to help those employees who seek assistance, it is committed to strict enforcement of its policies relating to abuse for those who choose to ignore the policies. Violations of these policies are deemed a most serious matter, and employees will be disciplined accordingly.

At no time shall any L R HELICOPTERS INC. company policy in any company manual take precedence over applicable government legislation, with which all workers should be familiar.