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“No task too small or building too tall”[®]

DRUG AND ALCOHOL POLICY

Unless otherwise noted, in this Policy, references to “employees” also include managers, supervisors, contractors, temporary employees, students and volunteers.

Purpose

Solar Group Inc. (“**Solar**” or the “**Company**”) is committed to ensuring that its working environment is safe and productive. The use of alcohol, drugs (including prescription and over-the-counter drugs), other intoxicants and/or controlled substances while on the job can adversely affect an employee’s work performance and can pose a danger to the safety of the employee, his or her co-workers and the public.

The purpose of this Drug and Alcohol Policy (the “**Policy**”) is to make all employees aware of the issues associated with drug and alcohol use, to maintain a safe and productive work environment, unimpaired by drugs and alcohol, and prevent workplace accidents and injuries.

Solar will make all reasonable efforts to accommodate employees with disabilities, including those with disabilities relating to the use of drugs and alcohol, to the point of undue hardship in accordance with applicable human rights legislation and subject to Solar’s health and safety obligations to its employees pursuant to applicable occupational health and safety legislation.

Roles and Responsibilities

Employees are expected to:

- Report fit for work and remain fit for work throughout their entire work day and while on Solar property or the property of Solar client/customers;
- Read, understand and abide by this Policy, and their responsibilities under it; and
- Cooperate with an investigation into a suspected or actual violation of this Policy.

Solar’s management will:

- Provide ongoing leadership and supervision to ensure a safe workplace;
- Provide training, information and instruction to employees with respect to this Policy;
- Take steps to investigate any possible violation of this Policy; and
- Implement the requirements of this Policy.



Prohibited Activities

Subject to applicable laws, the following are strictly prohibited:

- Reporting to work, conducting work or being on Solar or its customers' property while not fit for duty;
- Reporting to work, conducting work or being on Solar or its customers' property while under the influence of alcohol, drugs (except prescription drugs and/or over-the-counter drugs where those drugs do not affect an individual's job performance or ability to safety perform his or her duties), other intoxicants, and/or controlled substances;
- Personal possession or use of alcohol, drugs (except prescription drugs and/or over-the-counter drugs where those drugs do not affect an individual's job performance or ability to safety perform his or her duties), other intoxicants, and/or controlled substances while at work or on Solar or its customers' property;
- Distribution, sale, manufacture or purchase – or attempted distribution, sale manufacture, or purchase – of alcohol, drugs, intoxicants and/or controlled substances while at work or while on Solar or its customers' property;
- Using Solar or its customers' property or the employee's position at Solar to make or traffic – or attempt to make or traffic – alcohol, drugs, intoxicants and/or controlled substances;
- Driving a Company vehicle or driving a personal vehicle while at work or on Solar or its customers' property under the influence of alcohol, drugs (except prescription drugs and/or over-the-counter drugs where those drugs do not affect an individual's job performance or ability to safety perform his or her duties), intoxicants, and/or controlled substances; and/or
- Any other use, possession or trafficking of alcohol, drugs, intoxicants, and/or controlled substances in a manner that is detrimental to the interests of Solar or its customers.

Prescription and/or "Over-the-Counter" Drugs

The use of prescription drugs and/or over the counter drugs (including but not limited physician-prescribed marijuana/cannabis) may adversely affect an individual's job performance and impair an individual's ability to safety perform their job duties. Any individual using prescription or over-the-counter drugs that may impair his or her job performance or ability to perform his or her job safely or may affect the safety or well-being of others must notify a manager / supervisor of such use before starting or resuming work. It is unnecessary to inform a manager / supervisor of the specific medication being taken or the nature of the illness, injury or condition for which the medication is being taken unless this information relates to any accommodation being sought. Employees will not be disciplined for such disclosure. Solar may require the individual to provide satisfactory medical certification which states that the individual's use of the medication while performing work will not adversely affect the employee's job performance or the safety of the employee or others. Where required by law, Solar will make all reasonable efforts to accommodate employees to the point of undue hardship.

Disability Related to the use of Alcohol or Drugs

Where an employee believes that he or she has a disability related to the use of alcohol or drugs, the employee must report the fact and circumstances of the disability to his/her manager / supervisor (but not the specific diagnosis or condition or possible diagnosis or condition); however, the manager / supervisor must know if there is a possibility that the employee has a disability related to the use of alcohol or drugs which could affect the employee's job performance or ability to safely perform his or her duties and/or which could affect the safety of others. Employees will not be disciplined for such disclosure. Solar may require that the employee provide satisfactory medical documentation that states that the employee's disability or condition will not adversely affect the employee's job performance or the safety of the employee or others. Where required by law, Solar will make all reasonable efforts to accommodate employees to the point of undue hardship.

Duty to Report

Any employee who observes or suspects that any individual (including any employee or contractor) is not fit for work and/or is on Solar or its customers' property while under the influence of alcohol, drugs (including prescription and over-the-counter drugs that affect an individual's job performance or ability to safely perform his or her duties), other intoxicants or controlled substances, must immediately report this to his or her manager / supervisor. Failure to do so is a direct violation of this Policy.

Drug and Alcohol Testing

Solar reserves the right to send an employee for either drug or alcohol testing, as permitted by law.

Alcohol Testing for Company Drivers

To address present safety concerns associated with employees using alcohol and driving Company vehicles, alcohol testing will be required for employees who drive Company vehicles in the provision of their job duties.

An employee who drives Company vehicles in the provision of his or her job duties will be required to provide a successful breath test each time he or she drives a Company vehicle through the Alcolock™ alcohol ignition interlock system installed in Solar's vehicles. The Alcolock™ alcohol ignition interlock system measures an employee's blood alcohol concentration ("BAC").

All breath test results and data derived from the Alcolock™ alcohol ignition interlock system are stored and available for review by Solar via secure web access. This web access will only be available to Solar's Directors. All results and data will be kept confidential by Solar, and will only be used and disclosed to the extent necessary for the reasonable administration of this Policy, or as required by law.

Consistent with other provision of this Policy, employees must disclose any disability arising from or relating to the use of alcohol to Solar before using the Alcolock™ alcohol ignition interlock system. Employees will not be disciplined for such disclosure. Where required by law, the Company will make all reasonable efforts to accommodate any employee with a disability related to the use of alcohol, to the point of undue hardship.

An employee who fails an Alcolock™ alcohol ignition interlock system breath test will not be able to start Solar's vehicle. A BAC of 0.02% or higher will result in a failed test. An employee who fails the Alcolock™ alcohol ignition interlock system test will be immediately suspended from work with pay, until further investigations can be conducted. The employee may be disciplined, up to and including termination of employment for cause. Where required by law, the Company will make all reasonable efforts to accommodate any employee with a disability related to the use of alcohol, to the point of undue hardship.

If use of the Alcolock™ alcohol ignition interlock system results in an inconclusive result, the employee should attempt to conduct the breath test again. Where the Alcolock™ alcohol ignition interlock system results in a second inconclusive result, the employee should immediately contact his or her supervisor for further instructions.

Any dishonest or improper use of the Alcolock™ alcohol ignition interlock system by an employee including, but not limited to, having another individual use the Alcolock™ alcohol ignition interlock system on the employee's behalf or attempting to start the Company vehicle without using Alcolock™ alcohol ignition interlock system, will result in discipline, up to and including termination of employment for just cause. Note that Solar can detect such dishonest and improper use through the features of the Alcolock™ alcohol ignition interlock system.

Enforcement

Solar may, subject to applicable laws, discipline an employee, up to and including termination of employment for just cause, if an employee fails to comply with this Policy. Prior to disciplining an employee for violating this Policy, Solar will make an assessment, based on medical evidence, of whether the employee suffers from a disability related to the use of alcohol or drugs. In assessing any discipline under this Policy, Solar will comply with applicable laws, including human rights and occupational health and safety legislation.

Subject to applicable laws, any contractor who violates this Policy will be removed from Company property and the contractor's contract with the Company will immediately cease, with no monies owing by the Company to the contractor.

Subject to applicable laws, any visitor, customer or supplier who violates this Policy will be immediately removed from Company property.

It is assumed and intended that each provision of this Policy is in conformity with all applicable laws. Should it later be determined that all or part of this Policy is in violation of applicable laws, the applicable laws shall prevail.