



Drug and Alcohol Policy

Terra Walker Drilling is committed to creating and maintaining a safe and drug-free workplace and work culture, which allows us to protect our employees, our inventory and other assets placed in our employees' care. Employees are expected to be in suitable mental and physical condition while at work, allowing them to perform their job effectively and safely.

Whenever the use or abuse of drugs and/or alcohol interferes with a safe work environment, appropriate action must be taken. Both on-the-job and off-the-job use and abuse of drugs and alcohol can have a significant impact on our workplace and on our ability to achieve our objectives of safety, security and job effectiveness. Therefore, all employees are expected to report to work completely sober, and not under the influence of any drugs or alcohol.

As a condition of employment, all employees may be required to undergo pre-employment drug and alcohol screening tests, as well as random tests throughout the duration of their employment. The detection of drug and/or excessive alcohol use will be considered a valid reason to withhold any offer of employment, or terminate employment, due to the inherent risks which drug and alcohol use can pose to health and safety within our operations.

Terra Walker Drilling cannot accept the risks in the workplace that substance use or abuse may create. As such, the possession, sale, use or distribution of drugs and/or alcohol on company property or worksites, as well as being at work while under the influence of drugs and/or alcohol is strictly prohibited and is a violation of company rules and policy. Any worker suspected of being, or known to be impaired while at work due to the use of alcohol or drugs will immediately be removed from the worksite and subject to disciplinary action, including possible termination of employment. The employee may be asked to submit to a screening test to confirm the suspicion of impairment.

Workers undergoing a prescribed medical treatment with a controlled substance that may affect the safe performance of their duties are required to discuss their treatment with their manager so that appropriate precautions can be taken during the course of their treatment to ensure the continued safety of our workplace. All discussions regarding any employee's medical treatment shall remain confidential.

This policy applies equally to all Terra Walker Drilling employees, managers and visitors to our worksites. It will be reviewed annually and revised if necessary.

This policy was approved by the Management of Terra Walker Drilling:

A handwritten signature in blue ink that reads "D.R. Walker". The signature is fluid and cursive, with the first letters of each name being capitalized.

David R. Walker

Date 01st January 2019