

# DRUG & ALCOHOL POLICY

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Algoma is committed to the health and safety of employees and contractors, the protection of the environment, and the safe and efficient operation of our marine shipping and shore based operations.

Our commitment to a safe and healthy workplace is incorporated into all aspects of Algoma's operations through implementation of the company's Integrated Management System in accordance with the requirements of the International Maritime Organization's International Safety Management Code.

Algoma and its employees recognize the need for a "zero tolerance" Drug and Alcohol Policy in the workplace.

The details of the Policy may change from time to time on advance notice by Algoma to their employees but the primary elements of the Policy, which apply to all employees, are:

- There will be no illicit drugs or alcohol permitted in the workplace at any time.
- Employees and contractors must be fit for duty at all times while at the workplace.
- Failure to comply with the Policy may result in discipline, up to and including dismissal.



**Gregg Ruhl**

**President & CEO**

May 1, 2020



**Your Marine Carrier of Choice**