



---

## CANNABIS WORKPLACE SAFETY POLICY

At **Whiteplace Painting & Decorating Ltd.**, we understand the importance of ensuring the Health & Safety of our workers in the workplace. With the recent release of the Legislation surrounding Cannabis in the Province of Ontario, this policy is our stance towards performing our duties in the Workplace.

*“Smoking Cannabis in the Workplace is illegal and will continue to be after Legalization”*

- Smoking of Cannabis in or around the shop will not be permitted.
- The Smoking of Cannabis in or around Company Vehicles will not permitted.
- The use of Vapes for the purpose smoking Cannabis is not permitted in or around the above locations.
- No smoking on or around customer or project sites (*these are considered workplaces*).

In reference to our Health & Safety Policies and Procedures (*Company Rules*), no employee shall come to work under the influence of Cannabis during working hours. Any Employee found to be under the influence will be reported to the Local Authority for a proper Standard Field Sobriety Test (SFST), as well as; subjected to **Whiteplace Painting & Decorating Ltd.** Company Disciplinary Action Notice (DAN).

Any worker that uses Cannabis for medical purposes must provide an official document from a Recognized Medical Profession prior to performing any work. The Company still has the **“Right”** to prevent a worker from working if the worker poses a danger to others in the Workplace.

The Company has:

**“Zero Tolerance for All Employees”**

With the promotion of this Policy, and everyone’s support we can continue to keep our Workplaces a Safe and Healthy place.

Authorized Signature  
**Whiteplace Painting & Decorating Ltd.**