



HiTech Fluid Systems

THE BALANCE IS ALWAYS IN THE SERVICE

Social Hosting Substance Abuse Policy

The purpose of this document is to outline the Company's policy on Social Hosting.

HiTech Fluid Systems is committed to maintaining a safe environment for all workers and the public at large. It is recognized that social functions and gatherings are a part of the business culture. As a consequence, in some cases, alcohol may be served at Company sponsored social functions in accordance with the conditions of this Social Hosting Substance Abuse Policy.

Workers are expected to control their alcohol consumption and must be responsible in their use at any function hosted by or on behalf of the Company so as to avoid potential health and safety risks or other accidents. Management shall use reasonable judgment and common sense when hosting clients or sponsoring any Company function. In some cases, such as lunch meetings, the Company will consider specific guidelines.

All alcohol consumption should be carefully monitored and managed so that there is no inappropriate behaviour at HiTech Fluid Systems sponsored social functions. Effective steps must be taken to ensure that the safety and wellbeing of all individuals is protected and that no individual drives while impaired after social functions. Where impairment may be a concern, appropriate alternate transportation will be provided.

All social events will be managed in a responsible way so as to avoid potential health and safety risks or other accidents.