



HiTech Fluid Systems

THE BALANCE IS ALWAYS IN THE SERVICE

Substance Abuse Policy

HiTech Fluid Systems is committed to maintaining a safe and healthy work environment for all workers and the public at large. Alcohol and drug abuse is recognized by the Company as a safety, health, and security problem. All workers and management are expected to maintain a safe work environment that is free of illegal drugs and alcohol.

The possession and/or consumption of alcohol or illicit drugs, or the misuse of prescription or "over the counter" drugs, is prohibited on Company premises, on work sites, in Company or contractor vehicles, at camps owned or operated on behalf of the Company, or in any circumstance deemed to present a risk to the concerns of the Company including the protection of its public reputation.

HiTech Fluid Systems recognizes the importance of making its workers aware, through education, of the actual and potential workplace risks related to the consumption or use of alcohol or drugs.

The use of alcohol and/or drugs, to the degree that safety and job performance are affected, will be treated as a major misconduct, a serious violation of this policy, and cause for corrective measures.