

Drug and Alcohol Policy for Contractors

Logan Aluminum Inc. ("LAI") is committed to providing a safe, healthy, and productive workplace that is free from alcohol, narcotics, illegal drugs, or any other unlawful substance at LAI's premises, including any offsite locations operated or controlled by LAI ("LAI's Plant Site"). This Drug and Alcohol Policy for Contractors is necessary to ensure the safe and successful operation of LAI's Plant Site. The contractor is responsible for maintaining a drug and alcohol testing program covering any individuals directly or indirectly employed by the contractor or their subcontractors and suppliers (collectively, "Contractor Personnel"). Upon LAI's request, the contractor shall provide LAI with written documentation of the drug and alcohol testing program. The contractor shall ensure that Contractor Personnel do not come onto LAI's Plant Site impaired, whether by illegal or legal substances.

The drug and alcohol testing program must comply with the following:

1. Qualified personnel shall administer the testing in compliance with all applicable federal, state, local, and municipal laws, orders, codes, rules, regulations, and ordinances, and tests shall be analyzed by qualified laboratories or professionals in accordance with generally accepted best practices and current standards for the type(s) of testing performed.
2. The program must include procedures for testing Contractor Personnel after an accident or incident or for cause.
3. Contractor shall remove from LAI's Plant Site any Contractor Personnel suspected of impairment until the contractor conducts proper testing or observations.
4. Contractor will notify LAI's Health and Safety Team Leader via email at Jason.Fowler@logan-aluminum.com of all test results, positive or negative.
5. LAI and the contractor will consider any person refusing to submit a drug or alcohol sample to have tested positive.
6. Contractor shall ensure that any Contractor Personnel testing positive (either because of a refusal to test or a confirmed positive test result) will be immediately removed from LAI's Plant Site. Contractor may determine whether the Contractor Personnel may later return to LAI's Plant Site.