

# OBSIDIAN ENERGY POLICIES



## DRUG AND ALCOHOL POLICY

Approved by: President and Chief Executive Officer

Date: June 16, 2015

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### 1. INTRODUCTION

At Obsidian Energy we are committed to providing safe workplaces and to minimizing our impacts on the environment and the communities in which we operate. Our approach concerning Drugs and Alcohol is one of zero-tolerance. This Drug and Alcohol Policy (the “**Policy**”) and the procedures which support it will assist Obsidian Energy to deter and detect Drug and Alcohol use, to ensure a productive injury free workforce, and to protect both the environment and the members of the communities in which we operate.

We recognize that Substance dependency is a treatable illness. As such, this Policy also provides for the support of Employees with Substance dependency issues. Support measures include assessment and counselling by outside professionals, assurance of confidentiality, and reasonable job accommodation.

Obsidian Energy protects all personal information that is acquired by Obsidian Energy under this Policy including the results of any Drug or Alcohol testing in accordance with the Obsidian Energy [Privacy Policy](#).

## 2. EXPECTATIONS FOR CONTRACTORS

Contractors that provide services to Obsidian Energy must have in place and enforce a Drug and Alcohol policy that meets or exceeds the standards of this Policy or, in the absence of such Policy, comply with, and ensure that their Contract Workers comply with this Policy. Contractors that are unable to demonstrate that they actively manage risks associated with Drugs and Alcohol will be considered to be in breach of this Policy. This requirement includes demonstrating to Obsidian Energy that their Contract Workers are aware of the contents of the Contractor's policy and Obsidian Energy's expectations as set out in this Policy, and that the Contractor has an active testing program. A breach of this Policy or Contractor's policy by a Contractor or Contract Worker is considered to be a material breach and any costs incurred by Obsidian Energy in connection with the breach shall be the responsibility of the Contractor.

## 3. DEFINITIONS

In this Policy:

**"After Hours Call Out"** refers to the occurrence of an abnormal operating event requiring attendance by a Worker outside of normal shift or work hours. An abnormal operating event could be an equipment failure, a spill, an alarm condition or any other event that means the site is not operating normally and requires intervention to return the site to normal operating condition.

**"Alcohol"** means the intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols including methyl or isopropyl alcohol.

**"Common Areas"** include, without limit, sitting and television areas, food preparation and dining areas, sports, fitness and recreation areas, phone and storage rooms, laundry or utility rooms, parking lots, and washrooms.

**"Company"** or **"Obsidian Energy"** means Obsidian Energy Petroleum Ltd. and its subsidiaries.

**"Company Worksite"** means any place where Obsidian Energy conducts business, including, without limitation, property, buildings, camps, equipment, road systems and vehicles (Obsidian Energy-owned or any vehicle on a Company Worksite), whether owned, leased or rented.

**"Contractor"** means any organization and its subcontractors of any tier that is engaged to perform services at a Company Worksite including, without limit, facility, maintenance, drilling, completion and associated services.

**"Contract Worker"** refers to any individual person performing services for Obsidian Energy that is not an Employee and includes all Contractor representatives, employees, consultants and agents and those of its subcontractors employed or engaged by a Contractor.

**"Days-On"** refers to Workers designated to respond to After Hours Call Outs.

**“Drug”** means any drug, chemical or agent that may be used to alter the way the body or mind functions in such a manner that a Worker may no longer be Fit for Duty.

**“Employee”** means all regular full time, part time, temporary casual and seasonal staff on the Obsidian Energy payroll.

**“Fit for Duty”** or **“Fitness for Duty”** means being able to safely and acceptably perform all assigned duties and any task under the working conditions present at the time that the task is to be completed without any limitations (including fatigue, drowsiness or loss of mental capacity) due to the use or after-effects of Drugs, Alcohol, or Medication.

**“Formally On-Call”** means the designated period during which a Worker may be called on to perform duties within the context of Obsidian Energy’s Emergency Response Plan or any other stakeholder responsibilities.

**“Masking Agents”** are substances used to interfere with Drug and Alcohol testing.

**“Medical Review Officer”** means a licensed physician responsible for receiving laboratory results generated through a Drug testing program who has knowledge of Substance abuse disorders and has appropriate medical training to interpret and evaluate an individual’s Drug test result together with his or her medical history.

**“Medication”** means Drugs that require a personal prescription from a treating physician and any over the counter Drugs.

**“Negative Test Result”** means a report from the Medical Review Officer that an individual who provided a specimen for Drug or Alcohol testing did not have a Drug or Alcohol concentration equal to or in excess of the limits set out in this Policy.

**“Paraphernalia”** means any equipment, product or material designed for, used or intended to be used for manufacturing, compounding, converting, concealing, preparing, using or introducing into the human body Drugs or Alcohol. This includes any product or device that may be used to tamper with or adulterate a Drug or Alcohol test sample.

**“Positive Test Result”** means a report from the Medical Review Officer that an individual who provided a specimen for Drug and Alcohol testing had a Drug or Alcohol concentration equal to or in excess of the limits set out in this Policy.

**“Safety-Sensitive Position”** means a position in which a Worker has a direct role in an operation such that performance impacted by Drug or Alcohol use could result in a Serious or Catastrophic incident (as defined in SMART Element #3) or the failure to adequately respond to an emergency situation.

The Vice President, Human Resources & Corporate Resources, Manager, Health and Safety, and the Responsible Manager, or their respective designates, are accountable to assess the role and responsibilities of Employees and to identify those holding a Safety-Sensitive Position. The Responsible Manager and the Manager, Health and Safety or their respective designates, are accountable to assess the role and responsibilities of Contract Workers and to identify those holding a Safety-Sensitive Position.

“**Search**” means physically inspecting a Company Worksite or Worker’s personal property (including vehicles, assigned rooms at camps, offices, lockers, luggage, and Common Areas) for the purpose of determining compliance with the Policy and may include hand searches or the use of a Sniffer Dog.

“**Sniffer Dogs**” are dogs which have been specially trained for the detection of Drugs or Alcohol.

“**Substance**” means Drugs, Alcohol and Medication, collectively, or any one or more of them.

“**Substance Abuse Expert**” means a licensed specialist such as a physician, social worker, psychologist or counselor with expertise and clinical experience in the diagnosis and treatment of disorders relating to Substance abuse and the associated safety concerns.

“**Third-Party Service Provider**” means an independent external service engaged by Obsidian Energy to provide and coordinate the specimen collection, laboratory testing or Medical Review Officer services required in accordance with this Policy.

“**Workers**” are individuals performing services who are either Employees or Contract Workers.

#### 4. REQUIRED/PROHIBITED BEHAVIOURS

- (a) **Voluntary Disclosure of Substance Dependency** - Employees who believe they have a Substance dependency or emerging Drug and Alcohol problem are expected to seek prompt assistance and to follow appropriate treatment so that job performance is not impacted. The Obsidian Energy Employee Assistance Program is available to Employees. Instructions for using this service are available on the Obsidian Energy intranet site.
- (b) **Workers must be Fit for Duty** - All Workers, including those that are working Days-On, designated Formally On-Call and those that respond to an After Hours Call Out must be Fit for Duty.
- Obsidian Energy prohibits being impaired by Alcohol and a test result exceeding .02 grams per 210 litres of breath is deemed hereunder to be indicative of impairment and a breach of this Policy, regardless of the actual degree of impairment.
  - Consumption of Substances (except Medication that does not impact Fitness for Duty) or being impaired during the period between that which the Worker reports for work and completes their duties for the day is prohibited. The prohibition applies to all Workers and not only those that hold a Safety-Sensitive Position. Consumption during lunch or other point in time in the work day is included in this prohibition.
  - If a Worker scheduled to be on After Hours Call Out, Days On or Formally On-Call is concerned that due to the use of Medication or that for any other

reason that they may not be Fit for Duty, they must advise their supervisor, arrange alternate coverage, and shall not report to work.

- (c) **Workers will not possess Drugs, Alcohol, Paraphernalia and Other Prohibited Items** - Workers shall not, while at a Company Worksite, possess or offer for sale Drugs, Alcohol, Paraphernalia or any Masking Agent. The only exception is the service of Alcohol at Company sanctioned social functions as described in section 8.0 below.

If a Masking Agent is detected during testing, Obsidian Energy may cease testing in which case the result will be considered to be a Positive Test Result.

Where a Contract Worker is found in possession of or using a Masking Agent, the Contractor providing the Worker will be required, at its cost, to demonstrate and satisfy Obsidian Energy that the prohibition concerning Masking Agents has been clearly communicated to Contract Workers.

- (d) **Medication** – Possession and use is permitted only if all of the following conditions are met:
- (i) Prior to attending a Company Worksite, the Worker must have advised their supervisor if their Medication may have side effects that could affect the Worker's Fitness for Duty;
  - (ii) A Contractor whose Worker is using Medication that could affect the Worker's Fitness for Duty must report details to Obsidian Energy, agree on appropriate accommodations and precautions, if any, and obtain prior consent of Obsidian Energy prior to the Worker attending to work at a Company Worksite;
  - (iii) Obsidian Energy, in its sole discretion, may refuse access to a Company Worksite. Obsidian Energy will work to accommodate its Employees which may include reassignment of duties;
  - (iv) The prescription for any Medication used or possessed by a Worker must be current, valid, and must have been prescribed in the name of such Worker;
  - (v) Medication must be used only for the purpose intended by the manufacturer and only in the manner directed by a physician, pharmacist or the manufacturer; and
  - (vi) Medication must not adversely affect the Worker's Fitness for Duty.
- (e) **Requests to Submit to a Drug and Alcohol Test** – To be compliant with the Policy, Workers must comply with any request to submit to a Drug and Alcohol test and must not tamper with or adulterate/substitute any sample related to such a test. Any Worker who refuses a request to be tested made in accordance with this Policy is in breach of the Policy.
- (f) **Valid Operator's License** – Maintaining a valid operator's license is a condition of employment in any position that requires the operation of a Company vehicle. Workers who may be required to operate Obsidian Energy vehicles are required to notify the Company immediately upon the suspension of or disqualification of their

license to operate a motor vehicle, regardless of the reason or duration of the suspension or disqualification.

- (g) **Obsidian Energy Vehicles** – Operating a Company vehicle while impaired by Drugs or Alcohol or within three hours of consuming Drugs or Alcohol (regardless of impairment) is a violation of this Policy. Operation of a Company vehicle following the consumption of Medication is permitted where the Medication will not impact the fitness of the Worker to operate the vehicle. Obsidian Energy management will investigate every incident where there is an allegation of a breach of this Policy involving a Company vehicle.
- (h) **Breaches of this Policy** – Following a breach of this Policy, Employees will be referred for an assessment by a Substance Abuse Expert and may be subject to discipline up to and including termination of employment for cause. Contract Workers in breach of this Policy will not be permitted to return to work for Obsidian Energy without the prior written approval of the Senior Vice President, Exploitation, Production & Delivery, the President & Chief Executive Officer or their respective designates. A breach of this Policy is a material breach of the Contractor's contract with Obsidian Energy and Obsidian Energy may terminate the contract or master services agreement without notice at its sole discretion.

## 5. PROCEDURES TO DETER AND DETECT BREACHES OF THIS POLICY

- (a) **Pre-employment testing** – Obsidian Energy shall conduct Drug and Alcohol testing when considering persons for employment in Safety-Sensitive Positions or transferring Employees to a Safety-Sensitive Position from a non-Safety-Sensitive Position. Any offer of employment by Obsidian Energy for such a position shall be conditional upon a Negative Test Result.

Contract Workers working in a Safety-Sensitive Position must have passed a pre-employment test. Obsidian Energy will not accept Contract Workers that have been grandfathered for any reason, including those that started working prior to the initiation of pre-employment testing by the Contractor. If a Contract Worker wishes to work for Obsidian Energy and they were not pre-employment tested, they may elect to be tested and may be assigned to work in support of Obsidian Energy operations if they produce a Negative Test Result.

- (b) **Post-incident testing** – Obsidian Energy shall conduct Drug and Alcohol testing for all Workers at a Company Worksite when one or more Workers is involved in an event specified in Appendix "B". However, such test is not required for individual Workers where the responsible Obsidian Energy manager is satisfied that there is clear evidence that the acts or omissions of that Worker could not have been a contributing factor (e.g. structural or mechanical failure or environmental factors). The failure by a responsible Obsidian Energy supervisor or manager to instruct that a test be conducted post-incident as required by this Policy is a breach of this Policy.
- (c) **Reasonable cause testing** – Where an Obsidian Energy supervisor, manager or security team member has reasonable grounds to believe that the actions, appearance or conduct of a Worker are indicative of impairment by Drugs or Alcohol,

the Worker will be required to submit to a Drug and Alcohol test. Grounds for testing are based on personal observations of a Worker such as:

- observed use or evidence of use of a Substance (for example, smell of Alcohol, empty Alcohol containers);
- observed signs of Drug or Alcohol impairment;
- erratic or atypical behaviour of the Worker;
- changes in the physical appearance of the Worker;
- changes in the behaviour of the Worker; or
- changes in the speech patterns of the Worker.

All Workers are required to report to the responsible Obsidian Energy supervisor or manager observations that cause them to suspect that another Worker may be not be Fit for Duty. The failure by a Worker to report and the failure by the responsible Obsidian Energy supervisor or manager to instruct that a test be conducted where there are reasonable grounds for a test is a breach of this Policy.

- (d) **Site Access Testing** – Testing of all Workers in a Safety-Sensitive Position at a specific Company Worksite or project will be conducted where directed by the responsible Obsidian Energy manager or such individuals delegated this authority by the Obsidian Energy President and Chief Executive Officer.
- (e) **Searches of Company Worksites** – Searches may be conducted by an Obsidian Energy security team member to confirm compliance with this Policy. Searches must be based on reasonable cause (where indicators including behavior, odor or presence of paraphernalia indicate that there is reasonable cause to believe that Drugs or Alcohol are present in violation of this Policy).

Prior to assignment to work at a Company Worksite, Contractors will advise their Contract Workers that Obsidian Energy may search its work sites, camps and any individual or property on these locations to confirm compliance with this Policy.

- (f) **Return-to-Work Testing** – Drug and Alcohol testing shall be conducted before an Employee in a Safety-Sensitive Position who has produced a Positive Test Result may return to work at a Company Worksite. These individuals may also be subject to unscheduled testing as a condition of continued employment as set out in a written agreement between Obsidian Energy and the Employee.

## 6. DRUG AND ALCOHOL TESTING

- (a) **Drug and Alcohol Testing Concentration Thresholds** – Drug and Alcohol test results shall be considered a Positive Test Result when they equal or exceed the concentrations set out in Appendix “A”.

- (b) **Testing Procedures** – Procedures for the testing of Workers are set out in Appendix “C”. In no circumstances will a Worker be permitted to return to work until a Negative Test Result is produced.

Obsidian Energy may utilize a member of its security team or a Third-Party Service Provider to test Workers. Where a Contract Worker is tested by Obsidian Energy, the Contract Worker is obligated to provide its consent to permit Obsidian Energy to release the test results to the Contractor’s authorized representative. A refusal by a Contract Worker or the Contractor to have the Worker submit to a Drug and Alcohol test or to provide this consent is a breach of this Policy.

Obsidian Energy may permit Contractors to manage the testing of their Contract Workers where testing is conducted for reasonable cause or post-incident. The Contractor must confirm to Obsidian Energy within one hour of a request to test a Contract Worker that the tester will be on site and will have completed the testing within the period of eight (8) hours of the request to test or incident (whichever is earlier). If the testers fail to arrive or the testing is not completed within the time limits for Drug and Alcohol testing detailed herein, in the absence of the administration of a test by Obsidian Energy, this will be considered a breach of this Policy.

Where the Contractor arranges for the testing of its Contract Workers, the name of the individual and test result (verified Positive Test Result, Negative Test Result, tampered or substituted) will be provided to Obsidian Energy. The Contractor’s policy or process must include the requirement that its Contract Workers consent to the provision of this information to Obsidian Energy.

- (c) **Internal Communication of Test Results** – Where a Contract Worker is tested either for reasonable cause or post-incident and produces a Positive Test Result, the results will be provided to the Obsidian Energy General Manager responsible for the Company Worksite. The Vice President, Human Resources & Corporate Resources (or designated alternate) will receive from and act upon results of Drug and Alcohol test results for Employees.
- (d) **Response to Positive Test Results** – Confirmed Positive Test Results will be reviewed by a qualified Medical Review Officer who will discuss the result with the Worker in an effort to determine whether a Positive Test Result could have resulted from the legitimate use of Medication or other medical explanations. The individual concerned will be given the opportunity to explain the finding to the Medical Review Officer who will then determine whether the result will be reported as a Negative Test Result, verified Positive Test Result, a tampered, or substituted result.

In the case of a verified Positive Test Result of a urine test, the Worker who has been tested may request within seventy-two hours of receiving their results that the Medical Review Officer direct the split sample to be tested by an accredited laboratory of that Worker’s choice. Where split samples are not collected, the Worker may request that the original sample be reanalyzed. If a second confirmed Positive Test is reported, the Worker who requested the second analysis is responsible for reimbursing Obsidian Energy for the associated costs.

A Worker who produces a Positive Test Result, a tampered, or substituted result is in breach of this Policy.

## **7. ACCOMODATION AND RETURN TO WORK OF EMPLOYEES**

Before returning to work following a breach of this Policy, an Employee must satisfy the following conditions:

- (a) The Employee must have complied with the recommendations of the Substance Abuse Expert;
- (b) The Employee must agree in writing to a return to work agreement which will outline the conditions governing the return to work and the consequences for failing to meet such conditions;
- (c) The Employee must be recommended for return to work by the Substance Abuse Expert and the Vice President, Human Resources & Corporate Resources (or designate);
- (d) The Employee must undergo a return to work test and have a Negative Test Result from the return-to-work test; and
- (e) If recommended by a Substance Abuse Professional, the Employee must agree to submit to unscheduled Drug and Alcohol testing.
- (f) Where a Substance Abuse Professional advises that there may be a risk that prevents an Employee from performing work in a Safety-Sensitive Position (includes risk to the Employee or other Workers) the Employee may only return to work in a non-Safety-Sensitive Position. Obsidian Energy shall make reasonable efforts to accommodate the Employee through reassignment to a suitable non Safety-Sensitive Position, if available.

The failure by an Employee to comply with the terms of a return to work agreement is a breach of this Policy.

## **8. COMPANY SOCIAL FUNCTIONS AND BUSINESS ENTERTAINMENT**

Alcohol will be permitted on Obsidian Energy premises only when authorized by an Executive Officer of Obsidian Energy.

When Alcohol is served at a Company-related social function the responsible manager, or their designate, is accountable to ensure that appropriate steps are taken to minimize the potential for over-consumption at the social event and impaired driving following the social event. Alternative transportation arrangements must be in place prior to the function and may include designated drivers or taxi service depending upon the location of the event. This includes any Company related social function on Obsidian Energy premises and those that take place outside of or conclude after core working hours.

On occasion, Workers attend to conferences, social, cultural or sporting events as a guest of a Contractor in order to develop and foster goodwill among business partners.

During such business entertainment:

- Workers may not consume Alcohol if they are expected to return to work;
- Any consumption of Alcohol must be responsible and Workers are accountable to ensure that their actions do not negatively reflect on Obsidian Energy;
- Workers are accountable to ensure that alternative transportation arrangement is in place prior to consuming Alcohol. Impaired operation of any motor vehicle is strictly prohibited as is the use of a Company vehicle to attend to or return from the event;
- The Company will pay for taxi fare to ensure Workers have a safe ride home; and
- If a Worker is consuming alcohol and they receive a work related call, they are not Fit for Duty.

Transportation is provided to reinforce safe and lawful conduct and is not to be interpreted as encouraging or condoning excessive consumption.

## **9. SUMMARY OF RESPONSIBILITIES**

To facilitate compliance with and for quick reference by Workers, the following sets out a summary of the responsibilities for Workers and Obsidian Energy departments. The list of responsibilities below is not intended to be an exhaustive list and the full Policy should be referenced.

(a) All Workers are responsible for:

- Taking responsibility for ensuring their own safety and the safety of others.
- Reporting Fit for Duty whether they are working Days On, are Formally On-Call or responding to an After Hours Call Out or otherwise performing work duties, within or outside of regular working hours.
- Understanding and complying with this Drug and Alcohol Policy as part of their obligation to safely perform their work.
- Using Medication responsibly and notifying their supervisor in advance of any potential side effects that may impair their ability to work safely.
- Notifying a supervisor if they believe that any Worker may not be Fit for Duty.
- Cooperating with an investigation into a violation of this Policy, including any request to submit to Drug and Alcohol testing.

(b) In addition to the responsibilities outlined for Workers, supervisors and managers are responsible for:

- Understanding this Drug and Alcohol Policy and the associated procedures for training, testing and monitoring compliance.
- Reinforcing workplace safety by maintaining a high level of awareness among their Workers of the safety risks that arise from the use of Drugs and Alcohol.
- Being observant for outward indications that a Worker may be impaired at a Company Worksite or may have a Substance abuse problem and responding to these in accordance with this Policy.
- Ensuring that any Worker who exhibits outward signs of impairment by Drugs, Alcohol, or Medication is safely removed from the Company Worksite.
- Requesting and arranging for a Drug and Alcohol test in a post-incident or reasonable cause situation as required by this Policy.
- Ensuring that a Worker tested under this Policy does not return to work until either a preliminary or confirmed Negative Test Result is received.
- Where a Contract Worker is tested under this Policy, confirming with the Contractor whether the test result is a Negative or Positive Test Result. (Details as to the substance or concentrations generating the result are not to be obtained.)
- Ensuring that breaches of this Policy are recorded as an event in SHEAR Web.
- Ensuring that the training required by Obsidian Energy in regard to the Drug and Alcohol Policy is completed by those Workers reporting to such supervisor or manager.

(c) The **Human Resources Department** is responsible as follows:

- In matters concerning Positive Test Results for Employees and the Company's response, subsequent treatment and return to work, the Vice President, Human Resources & Corporate Resources (or designated alternate) is responsible for communications with the Employee, the Employee's management, the Medical Review Officer and the Substance Abuse Expert and final decisions regarding the Employee's management, including any disciplinary action taken.
- The Vice President, Human Resources & Corporate Resources (or senior alternate) is responsible for receiving and handling Negative Test Results and communicates to the Obsidian Energy representative responsible for the Company Worksite that the Worker may return to work.
- The Human Resources Department may provide information to Employees concerning Drug and Alcohol abuse, and shall provide referral to Obsidian Energy's Employee Assistance Program, but shall not provide counselling.
- Arrange Substance Abuse Expert assessments and return to work agreements and monitoring of all return to work arrangements.

- Controlling all communication and records concerning test results and Company response to breaches of this Policy in a confidential manner and in compliance with privacy legislation. Information shall be disclosed to management only on a need-to-know basis.
- Initiation of approved disciplinary action against Employees, where appropriate for violations of this Policy.

(d) The **Health, Safety & Training Department** is responsible for:

- Providing Obsidian Energy with the industry standards upon which this Policy is based and the procedures for Policy compliance and keeping up to date with any changes.
- Developing and implementing appropriate training programs that will promote awareness of, and confirm knowledge and understanding of the Policy.
- Selecting and engaging the Third-Party Service Provider used for Drug and Alcohol testing of Employees and Contract Workers, and ensuring supervisors and managers are appropriately trained in the use of this service.
- Reviewing the Drug and Alcohol policies of Contractors to confirm adherence to this Policy.
- Tracking breaches of this Policy as reported through SHEAR in order to identify issues requiring intervention by Obsidian Energy to further minimize the risk of Drugs and Alcohol to its operations

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Dave Roberts, President and Chief  
Executive Officer

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Date

## **APPENDIX “A” – STANDARDS**

The limits for the presence of Drugs in the body that determine compliance with this Policy are the standards of the U.S. Substance Abuse and Mental Health Services Administration. These standards have been accepted by the Standards Council of Canada for certifying laboratories in Canada for forensic urine Drug testing.

The limits for the presence of Alcohol in the body that determine compliance with this Policy are identical to those set by the U.S. Department of Transport. Breath and saliva testing devices used to conduct Alcohol screening and confirmation must be listed in the U.S. National Highway Traffic Safety Administration’s (NHTSA) conforming products list.

Drug testing on behalf of Obsidian Energy is done in compliance with standards of the U.S. Department of Health and Human Services and only by laboratories certified by the U.S. Substance Abuse and Mental Health Services Administration, which certifies laboratories in both Canada and the U.S.

Drug and Alcohol test results shall be considered a Positive Test Result when they equal or exceed the following concentrations:

### Alcohol:

<b>Screening level</b>	<b>Confirmation level</b>
0.02 grams per 210 litres of breath	0.02 grams per 210 litres of breath

### Drugs:

<b>Initial test analyte</b>	<b>Initial test cutoff concentration</b>	<b>Confirmatory test analyte</b>	<b>Confirmatory test</b>
Marijuana metabolites	50 ng/mL	THCA <sup>1</sup>	15 ng/mL
Cocaine metabolites	150 ng/mL	Benzoyllecgonine	100 ng/mL
Opiate metabolites Codeine/Morphine <sup>2</sup>	2000 ng/mL	Codeine Morphine	2000 ng/mL 2000 ng/mL
6-Acetylmorphine	10 ng/mL	6-Acetylmorphine	10 ng/mL
Phencyclidine	25 ng/mL	Phencyclidine	25 ng/mL
Amphetamines <sup>3</sup> AMP/MAMP <sup>4</sup>	500 ng/mL	Amphetamine Methamphetamine <sup>5</sup>	250 ng/mL 250 ng/mL

MDMA <sup>6</sup>	500 ng/mL	MDMA MDA <sup>7</sup> MDEA <sup>8</sup>	250 ng/mL 250 ng/mL 250 ng/mL
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- <sup>1</sup> Delta-9-tetrahydrocannabinol-9-carboxylic acid (THCA).
  - <sup>2</sup> Morphine is the target analyte for codeine/morphine testing.
  - <sup>3</sup> Either a single initial test kit or multiple initial test kits may be used provided the single test kit detects each target analyte independently at the specified cutoff.
  - <sup>4</sup> Methamphetamine is the target analyte for amphetamine/methamphetamine testing.
  - <sup>5</sup> To be reported as positive for methamphetamine, a specimen must also contain amphetamine at a concentration equal to or greater than 100 ng/mL.
  - <sup>6</sup> Methylenedioxyamphetamine (MDMA).
  - <sup>7</sup> Methylenedioxyamphetamine (MDA).
  - <sup>8</sup> Methylenedioxyethylamphetamine (MDEA).



## **APPENDIX “B” – EVENTS REQUIRING POST-INCIDENT TESTING**

Post-incident Testing is required if an event involves one or more of the following:

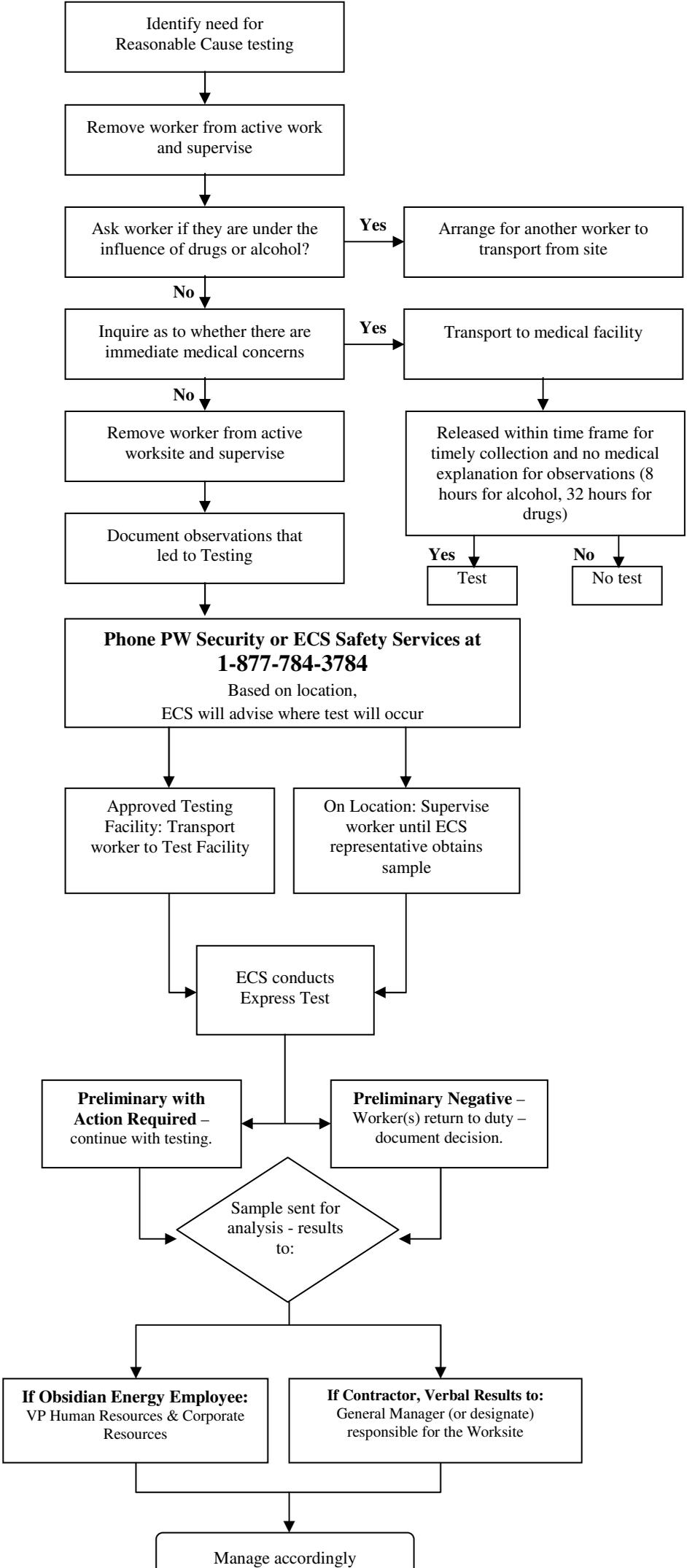
1. Recordable Injury (fatality, lost time injury, medical aid, modified work);
2. Motor Vehicle Incident risk-ranked as unacceptable/high-risk; or
3. Event risk-ranked as unacceptable/high-risk.



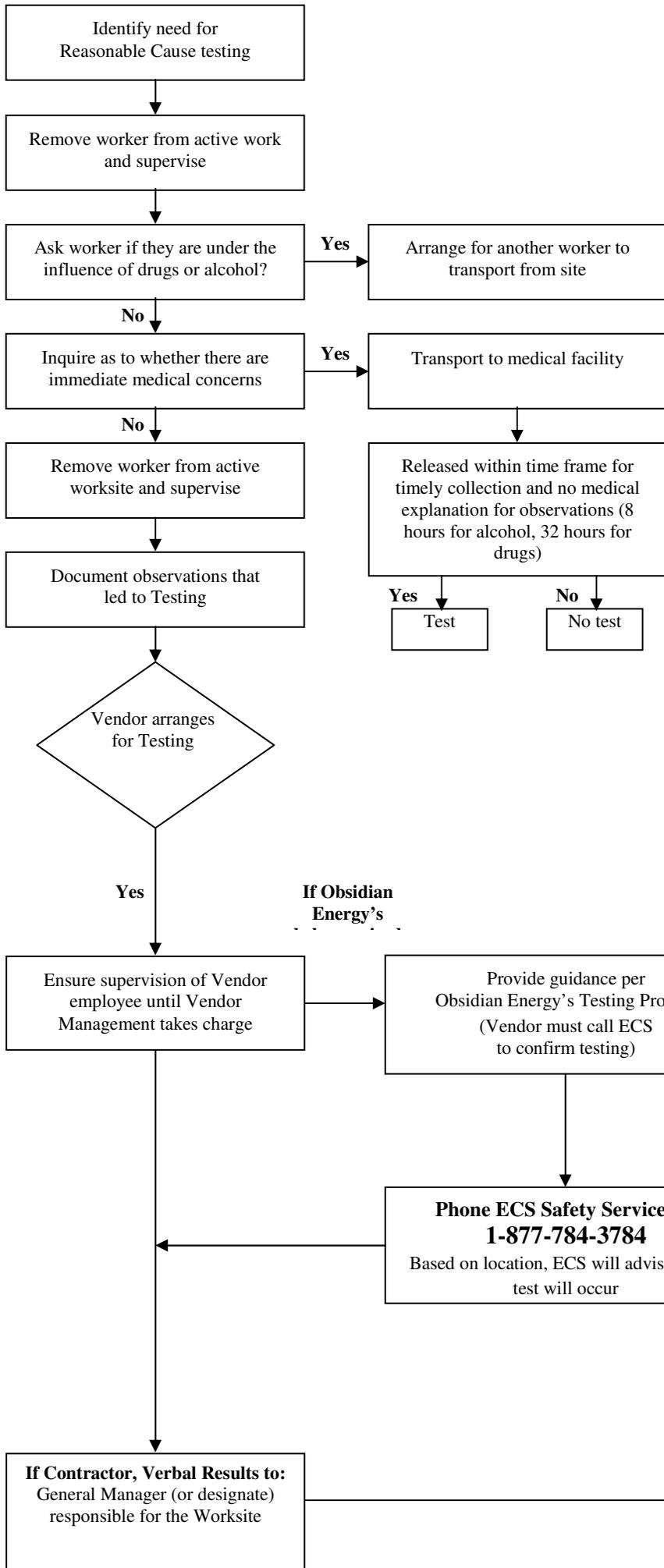
**Appendix “C” – Testing Procedures**

**At any time you believe someone may impact the safety of Obsidian Energy activities due to impairment, stand down that individual or stop operations.**

- Notes:**
1. If Worker does not agree to test, this is considered a Positive Test Result. Arrange safe transportation to the worker’s residence or to the nearest public transportation.
  2. Time lines (8/32 hours) means that tests must be conducted within 8 hours for Alcohol and 32 hours for Drugs.
  3. Employee test results are **confidential**. Written results provided to VP Human Resources & Corporate Resources.
  4. Contractor test results are **confidential**. Results in form of pass/fail provided to General Manager (or designate) responsible for worksite.
  5. Supervisors/Contractors who do not ensure testing is completed when required by this procedure may be subject to discipline.



**Reasonable Cause  
Alcohol and Drug Testing Process Map  
Testing Managed by Obsidian Energy Contractor**

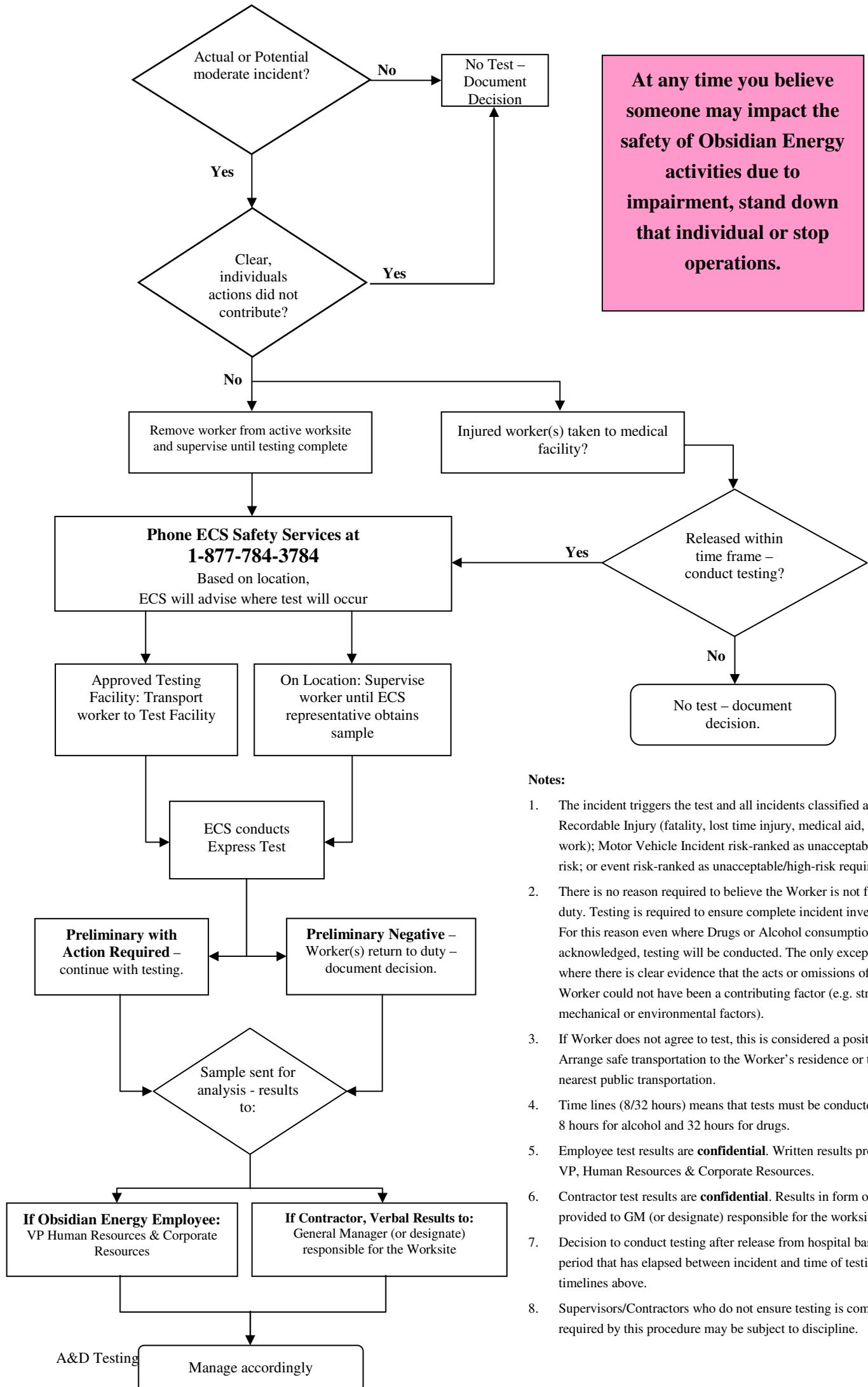


**At any time you believe someone may impact the safety of Obsidian Energy activities due to impairment, stand down that individual or stop operations.**

**Notes:**

1. If Worker does not agree to test, this is considered a positive result. Arrange safe transportation to the worker's residence or to the nearest public transportation.
2. Time lines (8/32 hours) means that tests must be conducted within 8 hours for alcohol and 32 hours for drugs.
3. Employee test results are **confidential**. Written results provided to VP Human Resources & Corporate Resources.
4. Contractor test results are **confidential**. Results in form of pass/fail provided to General Manager (or designate) responsible for worksite.
5. Supervisors/Contractors who do not ensure testing is completed when required by this procedure may be subject to discipline.

**Post-Incident  
Alcohol and Drug Testing Process Map  
Testing Managed by Obsidian Energy**

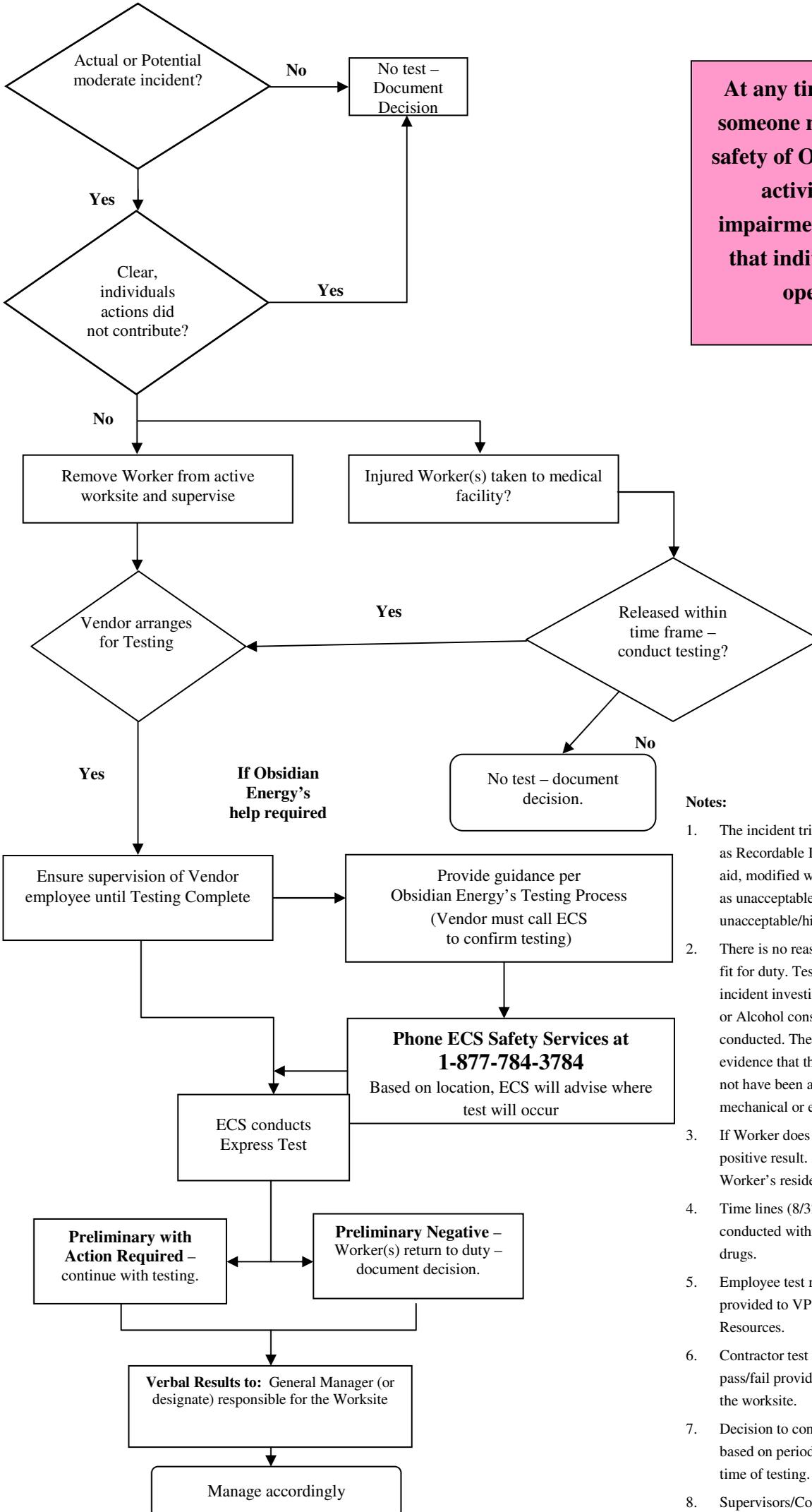


**At any time you believe someone may impact the safety of Obsidian Energy activities due to impairment, stand down that individual or stop operations.**

**Notes:**

1. The incident triggers the test and all incidents classified as Recordable Injury (fatality, lost time injury, medical aid, modified work); Motor Vehicle Incident risk-ranked as unacceptable/high-risk; or event risk-ranked as unacceptable/high-risk require testing.
2. There is no reason required to believe the Worker is not fit for duty. Testing is required to ensure complete incident investigation. For this reason even where Drugs or Alcohol consumption is acknowledged, testing will be conducted. The only exception is where there is clear evidence that the acts or omissions of the Worker could not have been a contributing factor (e.g. structural, mechanical or environmental factors).
3. If Worker does not agree to test, this is considered a positive result. Arrange safe transportation to the Worker's residence or to the nearest public transportation.
4. Time lines (8/32 hours) means that tests must be conducted within 8 hours for alcohol and 32 hours for drugs.
5. Employee test results are **confidential**. Written results provided to VP, Human Resources & Corporate Resources.
6. Contractor test results are **confidential**. Results in form of pass/fail provided to GM (or designate) responsible for the worksite.
7. Decision to conduct testing after release from hospital based on period that has elapsed between incident and time of testing. See timelines above.
8. Supervisors/Contractors who do not ensure testing is completed as required by this procedure may be subject to discipline.

**Post-Incident  
Alcohol and Drug Testing Process Map  
Testing Managed by Obsidian Energy Contractor**



**At any time you believe someone may impact the safety of Obsidian Energy activities due to impairment, stand down that individual or stop operations.**

**Notes:**

1. The incident triggers the test and all incidents classified as Recordable Injury (fatality, lost time injury, medical aid, modified work); Motor Vehicle Incident risk-ranked as unacceptable/high-risk; or event risk-ranked as unacceptable/high-risk require testing.
2. There is no reason required to believe the Worker is not fit for duty. Testing is required to ensure complete incident investigation. For this reason even where Drugs or Alcohol consumption is acknowledged, testing will be conducted. The only exception is where there is clear evidence that the acts or omissions of the Worker could not have been a contributing factor (e.g. structural, mechanical or environmental factors).
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