

Alcohol & Drug Policy

January 28, 2010

Cenovus is committed to protecting the health and safety of all individuals affected by our activities, as well as the communities in which we live and operate. We recognize that the use of alcohol and drugs can adversely affect job performance, the work environment and the safety of our employees, contractors and the general public.

This Policy and its related practices apply to all employees when they are engaged in Company business, working on or off Company premises, and when driving Company vehicles. Cenovus's contractors are expected to develop and enforce Alcohol and Drug Policies and Practices that are consistent with this Policy and its related practices.

To minimize the risk of unsafe and unsatisfactory performance due to alcohol or drugs, staff are expected to report fit for work and remain fit for work throughout their workday or shift and when on scheduled call.

The following are expressly prohibited while on Company business or premises:

- The use, possession, distribution and offering for sale of drugs or drug paraphernalia
- The unauthorized use, possession, distribution, offering for sale of beverage alcohol
- Possession of prescribed medications not authorized for personal use
- Reporting for duty with the presence in the body of alcohol or drugs above the accepted standards adopted in Cenovus's Alcohol & Drug Practices

Various investigation and testing procedures defined in the Alcohol & Drug Practices may be used in support of this Policy.

Cenovus provides prevention, assessment, treatment and aftercare support and resources for employees who suspect they have a substance dependency or an emerging alcohol or drug problem. Employees concerned about or experiencing alcohol and drug problems are encouraged to seek assistance from Cenovus's Employee and Family Assistance Program (EFAP), [Health & Wellness](#), their personal physician or appropriate community service before job performance is affected or violations occur.

Disciplinary action up to and including termination will be taken for violations of this Policy and its related practices.

