



SUPPLIER DRUG & ALCOHOL POLICY

Contractor's Personnel/Hiring of Convicted Felons/Drugs, Alcohol and Firearms

A. Definitions

The following terms shall have the meanings set forth below: (i) "chemical substance" or "drug" means any chemical substance producing physical, mental, emotional or behavioral change in a person; (ii) "illegal drug" means any drug listed in Schedules I through V of the federal Controlled Substances Act, as amended, that is not obtained and used in accordance with the law including, but not limited to opiates, hallucinogens, depressants, stimulants and narcotics; and (iii) "under the influence" means exhibiting evidence of alcohol or drugs in the urine, blood or breath, or the impairment of mental or physical abilities to any perceptible degree.

B. PGE's Premises or Job Site

Contractor shall see that it and its agents and subcontractors of any tier, and all of their respective employees (individually and collectively, "Personnel") do not engage in any of the following while on PGE's premises or job site in connection with this Agreement

- Be under the influence or use alcohol, illegal drugs or chemical substances.
- Sell, offer to sell or buy, possess, use, or transfer any illegal drug.
- Fail to use lawfully prescribed or over-the-counter medication in accordance with the directions or as instructed by the prescribing physician.
- Fail to notify a supervisor that Personnel is taking prescription or over-the-counter medication, which from previous use or warning/instruction from the prescribing physician or container label could impair or adversely affect all or any portion of his or her job performance.
- Refuse or fail to provide any sample or to cooperate with alcohol and drug testing as required by this Agreement.
- Provide an adulterated or substituted urine sample or diluted urine sample with the intent to change the test results.
- Refuse to submit to a search or to cooperate with a search related to any investigation where there is reasonable suspicion to believe any Personnel is in possession of alcohol or any illegal drugs.
- Operate any vehicle while under the influence of alcohol or illegal drugs.
- Possess any firearm, weapon or explosive of any kind without PGE's prior express written approval (this also applies to Personnel who have a permit for a concealed weapon).
- Act or fail to act with the intent to facilitate or assist anyone to do any of the above.



SUPPLIER DRUG & ALCOHOL POLICY

C. Generally

Contractor shall see that only properly qualified Personnel are employed in performing the Work and that strict discipline and good order among Personnel is enforced at all times. Contractor shall see that any Personnel who have been convicted of a felony involving violence, alcohol and/or drugs within seven (7) years of the date of the Purchase Order are not assigned to perform any of the Work without the prior written consent of Company. If, at any time, it is discovered by Company or Contractor that any Personnel (i) has failed to comply with any of the above prohibitions; (ii) is incompetent, insubordinate, careless, or disorderly, or (iii) while previously employed by Company violated any Company policies, the Personnel shall be immediately removed from the Work and not assigned to perform any part of the Work.