



2026 Fit for Duty Policy

Limen is committed to providing a safe and secure environment for all employees, subcontractors, and members of the public while striving for continual improvement to prevent workplace injuries and illnesses. All employees are expected to be fit for duty and to perform their work without any limitations or impairment resulting from, but not limited to: the use or after-effects of alcohol, illegal drugs, non-prescription drugs (including recreational cannabis/marijuana), prescribed medications or any other substance.

This Fit for Duty Policy requires that all Limen employees and the employees of subcontractors are to be free of any impairment that may affect their ability to safely perform their work duties. Being Fit for duty applies to everyone working or present at a worksite.

Superintendents/ Supervisors will be held accountable for:

- Taking all reasonable steps to ensure that workers/employees under their responsibility are fit for duty.
- Encouraging employees to self-disclose the use of substances and/or knowledge of conditions that may impair performance or compromise the health and safety of themselves or others.
- Encouraging employees to self-disclose all prescriptions for medications or drugs which may impair performance or compromise the health and safety of themselves and/or others; and
- Addressing situations where an employee or worker is suspected of being unfit to perform his or her duties.

Employees and Subcontractors will be held accountable for:

- Attending their place of work fit to perform their regular duties and being free from any substance that may impair their physical abilities or judgement;
- Remaining fit for duty throughout the workday; and
- Self-reporting to a Limen Manager/ Superintendent the use of substances and/or knowledge of conditions, that may impair performance or compromise the health and safety of themselves or others.

Limen encourages its employees and subcontractors to support programs and policies that meet or exceed applicable provincial and federal legislation.

For more information, please refer to the HSE A017 Fit for Duty/ HSE- A018 Drugs and Alcohol Procedure in the 2025 Limen Health, Safety and Environmental Management System (HSEMS) Manual.

All HSE Policies will be reviewed at minimum annually, by Management.

Antonio Lima

Antonio Lima
Founder, President & Chief Executive Officer

Date: March 26th, 2026