

Alcohol and Drug Policy

Imperial Oil and the ExxonMobil companies in Canada are committed to the health and safety of employees, the public and the environment. To this end, the companies make every reasonable effort to minimize risks associated with their operations and to ensure a safe, healthy and productive workplace. The use of illicit drugs, and the inappropriate use of alcohol, medications or other substances, can have serious adverse effects on the safety and well being of employees, the public or the environment.

The companies recognize that there is a distinction between the casual use of alcohol and drugs and use as a result of the handicap of substance abuse or substance dependence. Where the employee has a substance abuse or substance dependence problem, the companies are committed to individualized treatment and rehabilitation in order to assist the employee in overcoming his or her problem.