

## SUBSTANCE ABUSE POLICY

The O.penVAPE companies (“O.penVAPE”) are committed to maintaining a substance-abuse-free workplace. No employee is permitted to consume, possess, sell, purchase, or be under the influence of dangerous drugs<sup>1</sup> while employed by O.penVAPE. The consumption, sale, possession, or purchase of dangerous drugs in any vehicle owned or leased on behalf of O.penVAPE or at any O.penVAPE facility that is licensed to sell cannabis is prohibited and is grounds for immediate termination.

The use of over-the-counter drugs and legally prescribed drugs is permitted as long as they are used in the manner for which they were prescribed and provided that such use does not hinder an employee's ability to safely and adequately perform his or her job. O.penVAPE does not tolerate employees who report for duty while impaired by the use of cannabis, alcohol or dangerous drugs. The consumption, sale, possession, or purchase of cannabis or alcohol in any vehicle owned or leased on behalf of O.penVAPE or at any O.penVAPE facility that is licensed to sell cannabis is prohibited and is grounds for immediate termination.

All employees should report evidence of cannabis, alcohol or dangerous drug abuse to their supervisor immediately. In cases in which the use of cannabis, alcohol or dangerous drugs creates an imminent threat to the safety of persons or property, employees are required by O.penVAPE to report the violation. Failure to do so may result in disciplinary action, up to and including termination of employment.

As a part of our effort to maintain a workplace free of substance abuse, O.penVAPE employees may be asked to submit to a medical examination and/or clinical testing for the presence of dangerous drugs. If an employee is involved in an automobile accident while working, that employee may be subject to medical examination and/or clinical testing for the presence of cannabis, alcohol, and/or dangerous drugs. Within the limits of federal, state, and local laws, O.penVAPE reserves the right to examine and test for dangerous drugs at its discretion.

As a condition of your employment with O.penVAPE, employees must comply with this Substance Abuse Policy. Be advised that no part of the Substance Abuse Policy shall be construed to alter or amend the At-Will employment relationship between O.penVAPE and its employees.

Employees found in violation of this policy may be subject to disciplinary action, up to and including termination of employment.

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_

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<sup>1</sup> Including but not limited to: cocaine, amphetamines (speed), methamphetamines (meth), methadone, opiates (opium, heroine, morphine, fentanyl, hydrocodone and oxycodone (unless prescribed by a licensed MD or DO)), phencyclidine (PCP, Angel Dust), barbiturates (downers), benzodiazepines (benzos, downers, nerve pills, tranks), tricyclic antidepressants (unless prescribed by a licensed MD or DO)

