

Alcohol & Drug Policy

Encana 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. Encana recognizes that the use of alcohol and drugs can adversely affect job performance, the work environment and the safety of workers and the general public.

This Policy and its related practices apply to all employees while engaged in Company business, working on or off Company premises, or driving Company-owned, leased or rented vehicles. Encana's contractors and service providers are expected to develop and enforce alcohol and drug policies and practices that are consistent with this Policy and its related practices and agreements while conducting business for, or on behalf of, Encana. Specific requirements for contractors are set out in the 'Contractor Compliance with the Alcohol & Drug Policy' document.

To minimize the risk of unsafe or 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.

Under Encana's Alcohol & Drug Policy, the following are expressly prohibited while on Company business or premises:

- the use, possession, distribution and/or the offering for sale of illegal drugs or prohibited substances as defined by any state, provincial or federal law
- the unauthorized use, possession, distribution, and/or the offering for sale of beverage alcohol
- the use and/or possession of prescribed medications not authorized for personal use
- reporting for work under the influence of any illegal drugs or prohibited substances as defined in the Company Alcohol & Drug Practices

Investigation and testing procedures as defined in Encana's Alcohol & Drug Practices may be used in support of this Policy in appropriate circumstances. All company-wide testing procedures and limits will be in accordance with the U.S. Department of Transportation and the U.S. Department of Health and Human Services standards.

Encana provides assistance by way of assessment, treatment, aftercare support, and resources for employees who have substance dependency issues with an aim to prevent problems. Employees who have concerns, or are experiencing negative consequences associated with alcohol and drug use are encouraged to seek assistance through Encana's Employee and Family Assistance Program (EFAP), Human Resources, their personal physician or appropriate community services before job performance is impacted or violations of this Policy or its related practices occur.

No employee with an alcohol, drug or prescription medication problem will be disciplined or involuntarily terminated for voluntarily requesting assistance in overcoming the problem. However, involvement in a rehabilitative program or seeking assistance after an incident has occurred or after a demand for the employee to undergo reasonable suspicion testing under Encana's policy and practice will not prevent an employee from being disciplined or terminated. An employee's participation in EFAP or other assistance does not eliminate the requirement of meeting satisfactory performance levels or compliance with this policy.

Disciplinary action, up to and including termination of employment or services, will be taken where Encana determines violations of this Policy and/or its related practices have occurred, having regard to the circumstances surrounding the violation. This policy and all related practices are subject to ongoing review and may be modified from time to time by Encana at its discretion.

Last revised: September 2015