

Health & Safety Procedure

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2.0	Inclusion of Oral Fluid testing and updated testing criteria.

For interim version details see revision history table.

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1 Purpose

Cenovus recognizes that the use of alcohol, drugs and certain medications can adversely affect job performance, health and safety, and the well-being of others. It can also place the integrity and safety of Cenovus’s operations at risk.

To minimize the risk of adverse health effects and unsafe performance due to alcohol, drugs and medications, Cenovus has implemented a comprehensive Alcohol & Drug Program (A&D Program) that includes testing.

2 Application

The Cenovus Alcohol & Drug Testing Procedure applies to all staff in Canada when engaged in Company business, working on or off Company premises, when driving Company vehicles, when on call and when assisting with an emergency.

Cenovus suppliers are expected to comply with applicable laws, Cenovus policies and industry standards, and to develop and enforce alcohol and drug policies and procedures that meet or exceed Cenovus’s A&D Program. More information regarding the application of Cenovus’s A&D Program for contractors and suppliers can be found in the Contractor and Supplier Alcohol & Drug Guideline.

3 Alcohol and drug testing

Alcohol and drug testing is just one process used to identify and control consumption of alcohol and use of drugs in the workplace. Testing and testing procedures are designed to respect the individual’s privacy and meet applicable requirements for confidentiality, accuracy, and quality in accordance with Cenovus’s Privacy Policy, Employee Privacy Standard, and applicable laws.

Every decision to test or not test must be clearly documented and include date, time, description of events and information that led to the decision.

Cenovus may conduct alcohol and drug testing in the following situations:

Testing Situations	Safety Sensitive	Non-Safety Sensitive
Pre-assignment/Pre-employment and site access	X	
Post-incident or Near Miss	X	
Based on Reasonable Grounds	X	
As part of a return-to-work plan under the <i>Cenovus Alcohol & Drug Standard</i>	X	X

Cenovus reserves the right to conduct pre-assignment/pre-employment and site-access, post-incident or near miss testing, and reasonable grounds testing of contractor and supplier personnel. Contractors and suppliers shall ensure that its personnel comply with any request for testing made by Cenovus in accordance with the A&D Program.

3.1 Testing compliance

Refusing to comply with testing requirements is considered non-compliance with Cenovus's A&D Program. This includes engaging in any conduct which obstructs the testing process, including:

- Failure to report or attempt to delay reporting for a test.
- Refusal to submit to a test.
- Refusal to agree to disclosure of a test result to Cenovus.
- Tampering with or altering any testing sample.

3.2 Pre-Assignment/Pre-Employment and Site-Access Testing

All workers offered safety sensitive positions must pass a pre-assignment/pre-employment alcohol and drug test as a condition of work in that position, whether as a condition of hire for a new worker, because of a change in position for an existing worker from non-safety sensitive to safety sensitive or as a re-hire with a break in service of greater than 90 days.

Failure to pass the test or refusal to participate in the testing process, will result in the applicant being ineligible for the safety sensitive position.

Contractors and suppliers must be able to provide Cenovus upon request, with verification of the completion of pre-assignment/pre-employment testing for all their safety sensitive workers who are or will be on company premises.

Cenovus also retains the right to request site access testing as needed for specific sites or projects.

3.2.1 Pre-Assignment/Pre-Employment and Site-Access Testing Criteria

Leaders, in consultation with Human Resources (HR) and Health and Safety (H&S), are responsible for the designation of safety sensitive positions within their workforce in accordance with the *Safety Sensitive Position Standard*, which sets out the criteria for identifying positions within Cenovus that are safety sensitive.

Successful completion of pre-assignment/pre-employment alcohol and drug testing is required for safety sensitive positions.

Human Resources / Occupational Health are responsible for coordinating and ensuring completion of pre-assignment/pre-employment alcohol and drug testing for all safety sensitive employees.

3.3 Post-Incident or Near-Miss Testing

Post-incident or near miss testing may be conducted on an individual in a safety sensitive position as part of an investigation into an incident where it has been determined by the leader and the H&S representative investigating the incident that the incident meets the testing criteria below.

Failure to pass the test or refusal to participate in the testing process indicates non-compliance with the A&D Program.

3.3.1 Post-Incident or Near-Miss Testing Criteria

During the investigation into a work-related incident, the Leader and the H&S representative determine whether the incident meets the criteria for testing, using the Alcohol and Drug Testing Rationale Form.

3.3.2 Testing Time Requirements

Samples for post-incident/near miss must be collected as soon as reasonably practicable after the triggering incident, but collection attempts will end 8 hours after the incident for an alcohol test, and 32 hours after the incident for a drug test.

If a worker requires immediate medical attention, alcohol and drug testing may occur at the discretion of the medical service provider at the time of treatment. Once discharged from the medical facility, alcohol and drug testing can be conducted in accordance with this Procedure and respecting the applicable timeframes.

3.3.3 Documentation and Incident Reporting

Completion of the applicable alcohol-and drug-related fields in Intelex are required for all incidents, including near-misses, where testing has been considered.

3.4 Reasonable grounds testing

Reasonable grounds testing may be conducted when a safety sensitive worker's actions, appearance or conduct while engaged in Company business, working on or off Company premises, when driving Company vehicles, when on call and when assisting with an emergency give reasonable grounds to suspect the consumption or use of alcohol, drugs, and/or certain medications. Examples of reasonable grounds may include, but are not limited to:

- direct observation of a policy violation
- detection of possible presence of contraband
- direct observation of physical or behavioural signs (e.g., difficulty in maintaining coordination, slurred speech, smell of alcohol on breath, extreme drowsiness)
- statements by the worker that suggest potential violation of the Fit for Duty Policy or the Alcohol & Drug Standard
- pattern of failure to follow safety rules or operating procedures

3.4.1 Reasonable grounds testing criteria

If a leader or other individual believes, based upon personal observation, that there are reasonable grounds for testing (such as if the acts, appearance or conduct of a worker are indicative of not being fit for duty or under the influence of alcohol, drugs and/or medication), then they should, where possible, engage H&S or another Cenovus representative (e.g., another leader, a member of H&S, Enterprise Security or HR, etc.) on site to confirm the assessment of the worker’s actions, appearance, or conduct.

Referral of an individual for testing should be based on specific, personal observations and be documented. Figure 1 is an example of reasonable grounds assessment found on the Cenovus *Alcohol & Drug Testing Rationale Form*. Information regarding testing procedures is provided in Section 5 of this guideline.

Failure to pass the test or refusal to participate in the testing process indicates non-compliance with the Alcohol & Drug Standard.

REASONABLE GROUNDS ASSESSMENT <i>(Select all applicable boxes)</i>		
Evidence/ Disclosure	Physical Observations	Performance
<input type="checkbox"/> Presence of alcohol or drugs	<input type="checkbox"/> Deterioration of appearance	<input type="checkbox"/> Difficulty in recalling instructions
<input type="checkbox"/> Drug paraphernalia	<input type="checkbox"/> Slurred speech or stuttering	<input type="checkbox"/> Fearful, anxious, suspicious
<input type="checkbox"/> Smell of marijuana	<input type="checkbox"/> Dilated pupils or bloodshot eyes	<input type="checkbox"/> Unexplained memory lapses
<input type="checkbox"/> Smell of alcohol	<input type="checkbox"/> Flushed skin	<input type="checkbox"/> Difficulty in concentrating
<input type="checkbox"/> Confession of alcohol use	<input type="checkbox"/> Shaking or trembling of hands	<input type="checkbox"/> Unreasonable procedural mistakes
<input type="checkbox"/> Confession of drug use	<input type="checkbox"/> Unsteady walk	<input type="checkbox"/> Unreasonable behaviour
<input type="checkbox"/> Reports from other employees	<input type="checkbox"/> Loss of motor coordination	<input type="checkbox"/> Disoriented
<input type="checkbox"/> Other <i>(provide explanation below)</i>	<input type="checkbox"/> Increased perspiration	<input type="checkbox"/> Complaints from colleagues
	<input type="checkbox"/> Drowsiness	<input type="checkbox"/> Belligerent to authority
	<input type="checkbox"/> Breathing difficulties	<input type="checkbox"/> Avoidance of peers
	<input type="checkbox"/> Other <i>(provide explanation below)</i>	<input type="checkbox"/> Other <i>(provide explanation below)</i>

Figure 1: Reasonable grounds assessment checklist

3.4.2 Reasonable Grounds Testing Documentation

Completion of the *Alcohol & Drug Testing Rationale Form* is required when alcohol and/or drug use is suspected by workers in safety-sensitive positions and testing is considered.

In cases of reasonable grounds testing of a safety-sensitive employee, the Leader shall forward form to Occupational.Health@cenovus.com to retain a record of the Alcohol & Drug testing rational form.

In cases of reasonable grounds testing of a Supplier’s safety-sensitive employee, the Supplier must retain records of the completed Alcohol and Drug Testing Rationale Form or its equivalent.

3.5 Fitness for duty assessment / return to work plan

Disability Management (HR) provides support to employees, both safety sensitive and non-safety sensitive, with personal alcohol and drug problems, in accordance with the Alcohol & Drug Standard and Disability Management Standard. When required, an employee will be referred to a qualified professional, such as a Substance Abuse Expert, who will assess the individual, make recommendations regarding treatment, and recommend a return-to-work monitoring program that may include alcohol and/or drug testing as part of the return-to-work agreement.

3.6 Next steps if a decision to test has been made

Once a decision has been made to send a safety-sensitive worker for post-incident, near miss or reasonable grounds testing, the following steps should be taken:

- The worker should be immediately removed from duty and escorted to a safe and confidential location, if not already done.
- The leader should inform the worker that they will be referred for testing and the reasoning for the referral.
- The worker must be supervised at all times until testing is conducted.
- The leader, or the leader's delegate, must promptly transport the worker to the testing facility, and in any event no later than in the timeframes set out in the Testing Standards section of this document.
- The third-party Testing Program Administrator will instruct the worker as to the testing procedures.
- The worker must follow the instructions of their leader and the third-party Testing Program Administrator. Refer to 5.3 Post Testing Actions.
- Upon completion of testing, the leader, or the leader's delegate, must arrange safe transport of the worker to their residence or appropriate alternative.
- An incident or near-miss must be entered into Intalex.
- Notify security of non-compliant test results to ensure site access is revoked.
- Test results are shared with the appropriate Cenovus representative in compliance with the Privacy Policy.

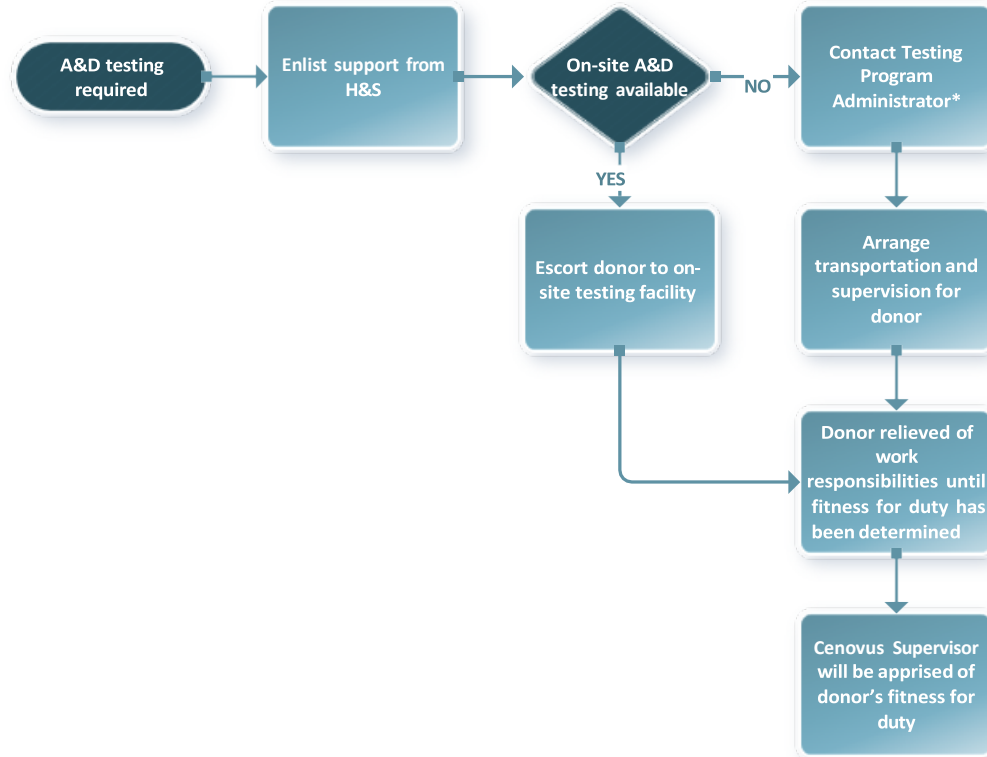


Figure 2: Alcohol and drug testing process.

4 Testing standards

4.1 Testing methods

Alcohol tests must comply with the standards of this document and be administered by a calibrated breath-testing device with a printout of test results. If a breath-testing device is not available, a saliva specimen, urine sample or both may be collected for alcohol testing.

Tests for drugs must be administered by urine analysis and/or oral fluid analysis. A point of collection urine drug screening test may be administered provided appropriate adulterant checks are utilized and any result that is non-negative is forwarded to a certified laboratory for confirmation analysis. In the event of a non-negative result from urine drug screening, an oral fluid sample will be obtained and sent for lab-based confirmation analysis.

All testing must comply with the standards of this document and be conducted by accredited third party administrator laboratories certified by the US Substance Abuse and Mental Health Services Administration (SAMHSA).

Drug screening is completed using a 10 panel + Fentanyl. The 10 panel is based on the US Department of Transportation and the Canadian Model for providing a safe workplace.

Drug screening results through point of collection drug testing (POCT) will be provided and verified through laboratory testing and the Medical Review Officer (MRO) process. In the event the laboratory/MRO process produces a different fitness for duty result than the initial drug screen, the Cenovus representative will be notified immediately.

4.1.1 Approved Alcohol and Drug Test Matrix

Test	Screening Test (POCT)	Confirmation Test (Lab)
Alcohol		
Breath	Approved	Approved
Site Access		
Urine	Approved	Approved
Oral Fluid*	Not approved	Approved- Lab based only
Post Incident/Reasonable Cause		
Urine	Approved	Approved
Oral Fluid*	Not approved	Approved- Lab based only
Return to Work		
Urine	Approved	Approved
Oral Fluid*	Not approved	Not approved
*There are no oral fluid POCT device that meets screening recommendation. Accordingly Oral Fluid POCT devices are not permitted.		

Figure 3: Alcohol and Drug Test Matrix

4.2 Test results

A **positive alcohol test** is one in which the blood-alcohol content is defined as follows:

Table 1: Positive alcohol test results

Safety Sensitive Positions
<i>>= 0.02 grams/210 litres of breath</i>
All Other Positions
<i>>= 0.040 grams/210 litres of breath</i>

A **positive drug test** is one in which the amount of drug confirmed in a sample is at or exceeds the cut-off limits; the cut-off limits are as follows:

Table 2: Positive Urine drug test results

Drug	Screening Levels (ng/ml)*	Confirmation Levels (ng/ml)*
Marijuana Metabolites (THC)	50	15
Cocaine Metabolites	150	100
Codeine	2000	2000
Morphine	2000	2000
Hydrocodone	300	100
Hydromorphone	300	100
Oxycodone	100	100
Oxymorphone	100	100
Fentanyl	20	1
6-Acetylmorphine	10	10
Phencyclidine (PCP)	25	25
Amphetamines	500	--
Amphetamine	--	250
Methamphetamine	--	250
MDMA ¹	500	250
MDA ²	--	250

*A ng/ml means nanograms per millilitre. A nanogram is one billionth of a gram. A millilitre is one thousandth of a litre.

1. Methylenedioxyamphetamine

2. Methylenedioxyamphetamine

Table 3: Positive Oral fluid drug test results (COAA Model 2018)

Drug	Initial Test Levels (ng/ml)	Confirmation Test Levels (ng/ml)
Marijuana Metabolites (THC)	4	2
Cocaine Metabolites	20	8
Opioid Metabolites		
Codeine	-	40
Morphine	-	40
Hydrocodone	-	40
Hydromorphone	-	40
Oxycodone	-	40
Oxymorphone	-	40
Fentanyl	-	1
6-Acetylmorphine	-	4
Phencyclidine (PCP)	10	10
Amphetamines		
Amphetamine	-	50
Methamphetamine	-	50
MDMA ¹	-	50
MDA ²	-	50

In certain situations, the testing program may include other drugs either at the direction of the Substance Abuse Expert, Disability Management or Occupational Health, or as identified as unique to a particular business entity or business requirements. Before additions can be made to a testing program, the benefits and objectives of the additions must be defined, and a laboratory qualified to complete the testing must be contracted and advised of the Company's cut-off levels for the newly added drugs.

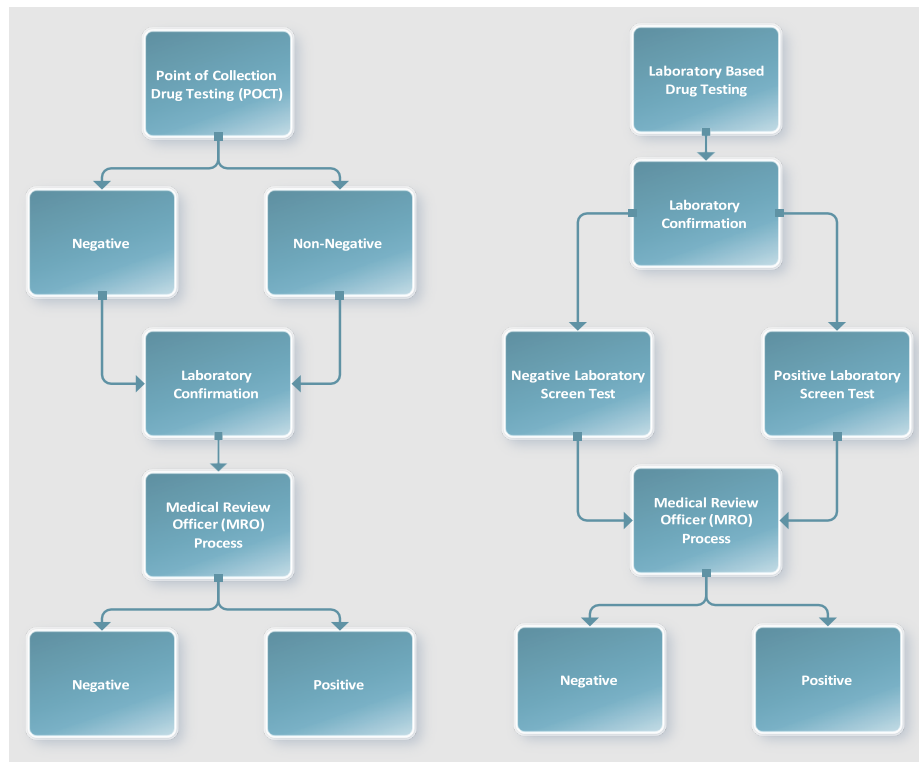


Figure 1: Drug testing results

All POCT Tests are sent for Laboratory Confirmation Testing and MRO Review. If the result is:

- Negative - Workers are fit for duty
- Non-negative or Positive - Workers are unfit for duty

5 Alcohol and drug testing services

Alcohol and drug testing must be completed by an accredited Third-Party Administrator (TPA) and must be performed by trained collection agents.

5.1 Referral requirements

The following information will be required at the time of referral:

- Confirmation that the individuals to be tested are Cenovus employees, contractors, or suppliers
- Name and phone number of the referral source

- Cenovus asset, activity, and work location
- Time of event (see section 3.3.2 Testing Time Requirements)
- Name of donors (workers to be tested)
- Mobile or clinic collection
- Location and directions to the worksite (for the mobile collector, if required)
- Closest city or town
- Additional site contact person's name and phone number, if required (e.g., if the mobile collector needs to be granted access on site)

5.2 Donor requirements

When testing is required, ensure the donor(s) is aware of the following:

- Donors who require testing are relieved of work responsibilities until their fitness for duty is confirmed.
- Donors to be tested are transported to testing facility or provided waiting area if mobile services are being used.
- The worker must be supervised at all times until testing is conducted.
- Donors are required to provide a specimen sample (urine and/or breath-testing or saliva, as applicable) at the testing facility. Failure to do so will result in waiting up to three hours until such time as a sample can be provided.
- Donors will be required to produce photo identification (e.g., Driver's License) prior to testing.
- Donors will be required to sign release forms and a custody/control form at the collection site.
- Donors are not allowed to consume alcohol or use drugs and will only be allowed to consume medications in accordance with the Alcohol & Drug Standard, until after the test has been completed or until they are advised a test is not required.
- Refusal or inability to submit samples for testing is considered a violation of Cenovus's Alcohol and Drug Program.

5.3 Post-testing actions

- If a breath alcohol test and POCT result is negative, the worker can return to work. Confirmation of the worker's fitness for duty via laboratory-based testing is required after the POCT drug test and will be communicated to the leader as soon as possible (see Figure 3 - Drug testing results).
- If the POCT result is non-negative or inconclusive, the worker must remain temporarily suspended. An oral fluid sample will be collected and both urine and oral fluid samples will be sent for confirmation of the worker's fitness for duty via laboratory-based testing and will be communicated to the leader as soon as possible.
- Workers deemed unfit for duty based on laboratory results are relieved of their duties and/or removed from Company premises, and in the case of employees, Human Resources/Disability Management must be contacted.

6 Roles and responsibilities

Table 3: Roles and responsibilities

Role	Description
Leaders	<ul style="list-style-type: none"> recognize the effects of alcohol, drugs and medications in the workplace and monitor the work performance of teams and take action regarding any violations or suspected violations of the Cenovus's Alcohol and Drug Program. with the assistance of appropriate supporting functions, determine if alcohol and drug testing is required and arrange for testing in a timely manner. monitor compliance and report any violations or suspected violations of the A&D Program. complete all forms and documentation required in advance of testing, including the Alcohol and Drug Testing Rationale Form and/or complete all required InteleX reporting. oversee communication of employee alcohol and drug testing results. communicate non-compliant results with Security to ensure site access is revoked.
Health & Safety (H&S)	<ul style="list-style-type: none"> coordinate conduct and/or participate in incident/near miss investigations with due consideration of potential alcohol and drug impairment. support Leaders in determining if alcohol and drug testing is required in accordance with this Procedure and assist in the testing arrangements. provide support to Cenovus Security-led alcohol and drug searches.
Human Resources Business Partner (HRBP)	<ul style="list-style-type: none"> support leaders in determining if alcohol and drug testing is required in accordance with Cenovus's Alcohol & Drug Testing Procedure. provide assistance into the investigation of situations where there are reasonable grounds to believe there has been a violation of the Alcohol and Drug Program
Occupational Health	<ul style="list-style-type: none"> provide support to third-party testing program administrator. oversee pre-assignment and site access alcohol and drug testing for all safety-sensitive employees. oversee interpretation and communication of employee alcohol and drug testing results for pre-employment. contract holder for both alcohol and drug testing and the medical review officer contracts.
Staff	<ul style="list-style-type: none"> read, understand, and comply with Cenovus's Alcohol and Drug Testing Procedure.
Enterprise Security	<ul style="list-style-type: none"> support leaders in determining if alcohol and drug testing is required in accordance with Cenovus's Alcohol & Drug Testing Procedure. provide assistance into the investigation of situations where there are reasonable grounds to believe there has been a violation of the Alcohol and Drug Program.

Disability Management	<ul style="list-style-type: none"> offer consultation services to employees who seek assistance with medication impacts. manage results of testing as a part of a return-to-work agreement.
Supplier	<ul style="list-style-type: none"> develop, implement, and follow an A&D Process that meets or exceeds Cenovus’s A&D Program and guidance within the HSE Schedule.

7 Training and competency

Employees are required to review and agree to the Fit for Duty Policy Commitment. Canadian Leaders are required to take the Fit for Duty Leaders training (eLearning).

8 Related information

8.1 Terms and abbreviations

Table 4: Terms and abbreviations

Term	Definitions
Alcohol	Any substance that may be consumed and that has an alcoholic content in excess of 0.5 percent by volume and includes the intoxicating agent in beverage alcohol, ethyl alcohol, or other low molecular weight alcohols including methyl and isopropyl, found in medicines or other products.
Alcohol & Drug Program (A & D Program)	Includes but is not limited to all documents and processes associated with managing alcohol & drugs at Cenovus, such as Fit for Duty Policy, Alcohol & Drug Standard, Search Procedure, Alcohol & Drug Testing Procedure, Life Saving Rules, and Safety Sensitive Position Standard.
Cannabis product	Encompasses any product that contains tetrahydrocannabinol (THC) or THC-containing substances, regardless of its form, whether it is ingested, smoked, vaporized, or applied in any other way. It includes, but is not limited to, edibles, extracts, concentrates, and topical products such as lotions, creams, sprays, ointments, oils, gels, and balms. For greater clarity, this definition also includes synthetic marijuana.

Term	Definitions
Company or Cenovus	Means Cenovus Energy, Inc., and its Affiliates. Affiliate includes any company, person, partnership, or other legal entity which controls or is controlled by Cenovus Energy Inc.
Company business	Refers, but is not limited to, all business activities undertaken during Cenovus’s operations, whether conducted on or off company premises. It includes those situations when an employee is representing or could reasonably be perceived as representing Cenovus in the performance of their duties.
Company premises	Includes, but is not necessarily restricted to, all land, property, camps, structures, buildings, Fixed Base Operations, installations, or any part thereof owned, leased, rented, operated or occupied by the company, as well as vehicles, aircraft, vessels and equipment owned, leased, rented, operated, or otherwise directly controlled by Cenovus for the purpose of or used in the course of conducting company business.
Contraband	Contraband – Goods that are obtained through an unlawful act, are unlawful to possess, or contravene Cenovus policies, practices, standards, procedures or field accommodations rules including but not limited to any drug, drug paraphernalia, alcohol, item intended to mask or alter the outcome of an alcohol or drug test, prescription medication for which the holder is not the prescribed person, prohibited or restricted weapon (or imitation thereof) or explosive substances or devices (or imitation thereof). Contraband also includes any property unlawfully obtained from Cenovus or any worker, or property restricted in the field accommodations rules.
Cenovus Testing Collector	The person responsible for collecting testing sample under the Alcohol & Drug Testing Procedure.
Contractor	Individuals who provide services related to day-to-day business, operations, or on a specific project of Cenovus or its subsidiaries through a contractual arrangement with a supplier, but who may be individually screened or selected based on their knowledge, skills, and capabilities.
DOT	United States Department of Transportation.
Drug or Drugs	For the purposes of the A&D Program a drug includes any drug, substance, chemical or agent, the use or possession of which is unlawful in Canada, and also includes any otherwise legal but illicitly-used substances, including medications obtained without proper medical authorization or not used as indicated, any cannabis products that are not medications, synthetic marijuana, synthetic forms of illegal substances (e.g. synthetic cocaine and amphetamine analogues, etc.) and other substances not being used for their intended purposes.

Term	Definitions
Drug Paraphernalia	Includes any personal property, equipment, product, or accessory which is associated with or manufactured for the making, use, or concealment of any drug, or any item intended to mask or alter the outcome of an alcohol or drug test.
Employee	An individual employed by Cenovus Energy Inc. or its subsidiaries (Cenovus) and on Cenovus's payroll.
Fit for duty or fitness for duty	a state of physical and mental fitness to perform assigned duties competently and in a safe manner.
Incident	An unusual or unexpected event or emergency, which either resulted in or had the potential to injure people, adversely impact the environment, damage property or assets, interrupt process operations or negatively affect the company's reputation. Near misses are considered incidents.
Incident Impact	A rating used to describe the actual and potential impact of an incident. The impact table of the risk matrix is used to determine actual and potential impact.
Medical Review Officer or MRO	A licensed physician certified as a Medical Review Officer who is independent of the Company and who is responsible for receiving the laboratory report and reviewing any positive results with the employee to determine any alternative medical reasons for the result before reporting to the employer. The MRO makes the final decision on whether it is a verified positive, a verified refusal (adulterated or substituted) or a negative result.
Medication	Both Prescription and Non-Prescription Medications.
Near miss	An event with the potential to result in an injury, illness, property damage or loss, but did not.
Non-Prescription Medications	Substances, chemicals, or agents used for medicinal purposes that can be lawfully purchased and consumed without a prescription.
On Call	Employees who have been designated as being on-call in accordance with a communicated schedule.
Potentially Serious Injury or Fatality (PSIF)	<ul style="list-style-type: none"> • incident or near miss event that has the potential to result in significant life-altering or life-threatening injuries or in a fatality • subset of significant incidents where the impact is to Health & Safety and the Potential Risk is ≥ High or the heat map assessment results in a 3D (Major x Unlikely)
Pre-assignment/Pre-Employment	Prior to starting a new safety sensitive position, whether that is the result of new employment, or reclassification of an existing position to safety sensitive from non-safety sensitive.

Term	Definitions
Prescription Medication	Any substance, chemical or agent used for medicinal purposes that is obtained through prescription from a healthcare professional. For the purposes of Cenovus’s Alcohol & Drug Standard and all related documents, a “prescription” includes a medical authorization for medical cannabis.
Reasonable Grounds	Information established by the direct observation of individual’s actions, appearance or conduct that gives reason to suspect that the individual is not fit for duty or under the influence of alcohol, drugs, or certain medications.
Safety Sensitive Position or SSP	As set out in the Safety Sensitive Position Standard.
Safety Sensitive Workers	Personnel who work in safety sensitive positions.
Staff	Individuals who conduct work and/or provide services for the benefit of Cenovus or its subsidiaries (collectively “Cenovus”), including employees and contractors, but excluding suppliers/service providers.
Substance Abuse Expert	An individual with clinical knowledge and experience in the diagnosis and treatment of alcohol and drug-related disorders and certified as a Substance Abuse Expert.
Supplier or Service Provider	Any third-party enterprise or entity that provides Cenovus with goods or services including, but not limited to, service providers, vendors, consultants, manufacturers, fabricators, distributors, and contractors (collectively suppliers).
Testing Program Administrator	<p>A supplier engaged to:</p> <ul style="list-style-type: none"> ● Manage sample collection ● Provide Medical Review Officer (MRO) services ● Liaise with the Company Testing Administrator ● Administer the selection process for unannounced testing in accordance with the Alcohol & Drug Standard, as well as the Alcohol & Drug Testing Procedure ● Select test days for those on a follow-up testing program
Workers	A person working onsite or off site, regardless of whether they are employees, service providers, consultants, or contractors.

8.2 References

Table 5: Internal governing references

Document title or link	Relevance
Alcohol and Drug Standard	Corporate Standard
Disability Management Standard	Corporate Standard
Staff Personal Data Privacy Standard	Corporate Standard
Fit for Duty Policy	Corporate Policy
HSE Schedule	Cenovus health, safety, and environmental requirements (schedules) for suppliers
Incident Management Process	COIMS Process – COIMS-000013
Privacy Policy	Corporate Policy
Safety Sensitive Position Standard	Health & Safety Standard – 0003-000024
Search Procedure	Corporate Procedure

Table 6: Other references

Document title or link	Relevance
Alcohol & Drug Testing Rationale Form	Health & Safety Form – 0003-000022
Canadian Field Leader's Fit for Duty Guide	Health & Safety Guide – 0003-000034
Contractor & Supplier Alcohol and Drug Guidance	Health & Safety Guidance – 0003-000021
Energy Safety Canada Canadian Model	Industry Best Practice

Revision history

Table 7: Revision history

Version	Date	Description
1.0	September 13, 2022	Issued for use
1.1	December 7, 2022	Changes unknown
1.2	April 2, 2024	Updated Post-Incident/Near Miss testing criteria. Added effective date to cover page and added revision history.
1.21	April 5, 2024	Table 5 - renamed Employee Privacy Standard to align with new title
2.0	January 23, 2025	Inclusion of Oral Fluid testing and updated testing criteria

Appendix A: Alcohol and drug testing scenarios

Scenario	Leader Response/Actions	Resources
A Leader observes a safety sensitive worker displaying physical signs or behaviours that causes suspicion of use of alcohol, or drugs (including unauthorized medication).	<ul style="list-style-type: none"> <input type="checkbox"/> If you suspect that the worker is unfit for duty safely remove the worker from that situation <input type="checkbox"/> Enlist support from H&S or another Cenovus representative (i.e., Security) to discuss your observations/concerns and get a second opinion <input type="checkbox"/> Document your observations <input type="checkbox"/> Refer to the Cenovus Alcohol & Drug Testing Procedure to determine if testing is appropriate <input type="checkbox"/> Complete the Alcohol and Drug Testing Rationale Form <input type="checkbox"/> If testing is appropriate, engage H&S for assistance <input type="checkbox"/> Relieve worker of his/her work responsibilities until fitness for duty has been determined 	<ul style="list-style-type: none"> • H&S, HRBP and Security representatives • Cenovus Integrity Helpline: 1.877.760.6766 • <i>Alcohol & Drug Testing Rationale Form</i>
A Leader believes a safety sensitive worker's involvement (act or omission) in an incident or near miss was affected by alcohol, drug or medication use	<ul style="list-style-type: none"> <input type="checkbox"/> Determine if the workplace incident meets criteria for Post-Incident or Near-miss A&D testing. <input type="checkbox"/> If testing is appropriate, engage H&S for assistance. <input type="checkbox"/> Complete the applicable Intelex fields. <input type="checkbox"/> Relieve worker of their work responsibilities until fitness for duty has been determined 	<ul style="list-style-type: none"> • H&S representatives • <i>Incident Management Process</i> • Intelex • <i>Alcohol and Drug Testing Rationale Form</i>
A worker is entering a safety sensitive position	<ul style="list-style-type: none"> <input type="checkbox"/> Contact Human Resources and verify the position is safety sensitive using the Safety Sensitive Position Standard <input type="checkbox"/> Have Human Resources initiate pre-assignment/pre-employment alcohol and drug testing for the safety-sensitive individual 	<ul style="list-style-type: none"> • HRBP • <i>Alcohol & Drug Standard</i> • <i>Safety Sensitive Position Standard</i>
A safety sensitive worker is suspected of possessing or offering for sale prohibited medications, drugs, drug paraphernalia, alcohol, or devices for tampering with alcohol and drug testing	<ul style="list-style-type: none"> <input type="checkbox"/> Remove the worker from duty and escort them to a safe location where they can be supervised. <input type="checkbox"/> Enlist support of Cenovus Security or H&S if you suspect a violation of the Alcohol and Drug Program <input type="checkbox"/> Refer to the Alcohol & Drug Testing Procedure to determine if testing is appropriate and follow guidance as required. <input type="checkbox"/> Advise the worker's direct leader, who will then contact Human Resources and the on-site clinic or Disability Management. 	<ul style="list-style-type: none"> • H&S and Security representatives • Cenovus Integrity Helpline 1.877.760.6766 • <i>Alcohol & Drug Testing Rationale Form</i>

Scenario	Leader Response/Actions	Resources
A safety sensitive worker refuses to be tested for alcohol or drugs	<ul style="list-style-type: none"> <input type="checkbox"/> Immediately remove worker from duty/worksite <input type="checkbox"/> For employees, contact Cenovus Human Resources, as a refusal to comply with a testing request is considered as a violation of Cenovus Alcohol and Drug Standard <input type="checkbox"/> For suppliers, contact the supplier’s Leader, as a refusal to comply with a testing request is considered as a violation of Cenovus Alcohol and Drug Program <input type="checkbox"/> Notify Cenovus Security or appropriate site personnel of non-compliance status of the worker to ensure site access is suspended 	<ul style="list-style-type: none"> • <i>Alcohol & Drug Standard</i> • Cenovus Security representatives • HRBP
A safety sensitive worker tests negative for alcohol or drugs	<ul style="list-style-type: none"> <input type="checkbox"/> Worker returns to work without discipline 	<ul style="list-style-type: none"> • <i>Alcohol & Drug Standard</i>
A safety sensitive worker tests positive for alcohol or drugs	<ul style="list-style-type: none"> <input type="checkbox"/> Immediately remove worker from duty/worksite. <input type="checkbox"/> For employees contact Cenovus Human Resources, as a confirmed positive test result is considered a violation of the Alcohol and Drug Program. <input type="checkbox"/> Suppliers will execute their own A&D Program as it relates to the testing result. <input type="checkbox"/> Notify Cenovus Security or appropriate site personnel of any unfit-for-duty status to ensure site access is suspended. <input type="checkbox"/> Discipline up to and including termination will be case-specific and determined by leadership in consultation with Human Resources, H&S and Legal. <input type="checkbox"/> Complete the applicable Intelix fields. 	<ul style="list-style-type: none"> • Cenovus Security representatives • Occupational Health • Cenovus Legal • HRBP • <i>Alcohol & Drug Standard</i>