

**PETER PAN SEAFOODS, INC.**  
**DRUG AND ALCOHOL POLICY**  
**SUMMARY AND COMPLIANCE STATEMENT**

I understand that as an employee of Peter Pan Seafoods, Inc., I am subject to the Company's Drug and Alcohol policy. I understand the Company strictly prohibits the use of any illegal drugs, being under the influence of or possessing illegal drugs and working under the influence of alcohol or misusing alcohol while on Company premises (including Company housing). I understand that the following is a summary of the Company's policy regarding drugs and alcohol and I agree to comply with all aspects of the complete policy.

- The Company prohibits the use, possession, or sale of any illegal drugs or drug related paraphernalia on Company premises or in Company vehicles. The Company further prohibits alcohol intoxication or alcohol misuse on Company premises or in Company vehicles.
- No employee shall report to or work while impaired by any drug or alcohol. No employee shall, at any time during their employment with the Company use or be impaired by illegal drugs. Additionally, the Company prohibits employees from being impaired by alcohol during working hours or while on Company premises.
- No employee shall report to or work while using any legally obtained controlled substance that may cause impairment during working hours, without prior approval from a licensed medical practitioner.
- The Company has an extensive drug and alcohol testing program. All employees are subject to testing under specific circumstances. Testing conditions include initial, pre-employment, post accident, return to work, follow-up and random. Failure to submit to any required drug testing is a willful violation of Company policy and will result in termination.
- Employees will be provided the opportunity to discuss positive drug test results with a licensed medical review officer.
- The Company will help where it can and encourages any employee who feels that they have an alcohol or substance abuse problem to seek assistance through the Company's employee assistance program prior to any other discovery by the Company that the employee has violated this policy.
- An employee found in violation of any part of this policy including testing positive for drugs or alcohol, shall be subject to disciplinary action up to, and including, immediate termination. Beyond facing termination employees found to be possessing, transporting or selling any illegal drug(s) in Company vehicles or premises, may also face criminal prosecution.
- The Company may disclose information to the employee or to the decision maker in a lawsuit, grievance, or other proceeding initiated by or on behalf of the employee and arising from the results of an alcohol test or drug test administered by the Company or from the Company's determination that the employee engaged in conduct prohibited by this policy (including, but not limited to, a worker's compensation, unemployment compensation, or other proceeding).
- As a condition of employment all employees shall abide by the Company's Drug and Alcohol Policy. Employees violating this Policy are subject to disciplinary action, including discharge.

**I am aware that this Drug and Alcohol Policy Summary and Compliance Statement is a summary of the Company's Drug and Alcohol Policy and that my failure to comply with any part of that policy (which is posted in common areas) may result in my immediate discharge. I acknowledge receiving, reading and understanding this Summary and I agree to follow the rules and comply with all testing conditions in the full policy.**

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(Employee Signature)

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(Printed Name)

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(Date)