

Alcohol and Drug Policy

The purpose of this policy is to outline Pulse's philosophy toward alcohol and drugs and to establish a clear guideline for disciplinary actions dealing with personnel who use, sell, transfer, are in possession of or who may be impaired from the use of alcohol, drugs or other psychoactive substances on company property.

This policy applies to all employees and contractors of Pulse.

Excluded from this policy is the legitimate possession and proper use of medications specifically prescribed for the user by a licensed physician and over-the-counter medications, provided such medications are being used in strict compliance with the prescription and/or manufacturer directions and that the use of medications does not impair ability to perform the worker's job. It is the duty of the employee to inform their supervisor of any medications that are being used and to question the doctor or pharmacist regarding possible side effects.

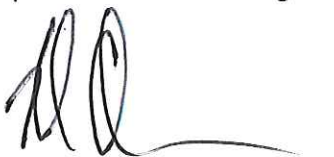
To ensure a safe and productive work environment at all company facilities and worksites and to safeguard Pulse, the company strictly prohibits the use, sale, transfer or possession of alcohol, drugs or other psychoactive substances on any company premises or worksites. This prohibition includes, but is not limited to, company vehicles as well as personal vehicles used for company business. In addition, the company strictly prohibits any worker being on any company worksite while in a state of impairment from any licit or illicit psychoactive substance.

Moreover, the company strictly prohibits any employee, visitor or contractor being on company premises or worksites while in a state of impairment from any psychoactive substance. Any employee, contractor or visitor found in violation of the above stated policy will be refused entry onto, or removed from, the company premises or worksites.

Any worker who is taking any legal drug that may impair their safety, performance or motor functions should advise his/her supervisor before reporting for work under such medications. A company authorized representative may request to see the prescription in order to verify legal use. Abuse of any prescribed or other psychoactive drug is strictly prohibited.

The use of alcohol at company approved functions does not relieve employees from responsibility for maintaining sobriety and control over their actions and behaviour so as not to represent a hazard or danger to themselves, other employees, the general public or the company's reputation. Pulse will provide taxi service for any employee or guest at approved company functions that require assistance.

Any employee or contractor found to be in breach of this policy is subject to removal from duty, suspended without pay and referred to a Substance Abuse Professional for assessment. Pulse will take the necessary steps to ensuring their duty to accommodate as stated by legislation. Refer to procedure "2.02 Drug & Alcohol Abuse" for further information.



Neal Coleman
President & CEO



Trevor Meier
Vice President Sales & Marketing

Signed & dated: **January, 2017**