



## MARIJUANA USE | ZERO TOLERANCE POLICY

### SAFETY IS OUR PRIORITY

At MAPP, the safety of our employees, trade partners, clients, and all personnel on our job sites and office locations is our highest priority. As a general commercial contractor, we operate in environments where strict adherence to safety standards is not only critical—it is mandatory.

In accordance with federal law, including guidelines established by the Occupational Safety and Health Administration (OSHA) and the U.S. Department of Transportation (DOT), MAPP maintains a zero tolerance policy for the use of marijuana in any form, including the use of medical marijuana with a written prescription.

It is important for all employees to understand the following:

- There is zero tolerance for marijuana use—this includes recreational use, medical use with a prescription, and any form of consumption, such as edibles, oils, vape products, or any substance containing THC.
- Marijuana remains a Schedule I controlled substance under federal law, regardless of state laws that may allow its use for medical or recreational purposes. As a company subject to federal regulations, MAPP is required to comply with these federal standards.
- MAPP operates in safety-sensitive environments, any use of marijuana—prescribed or otherwise—poses a direct risk to workplace safety and constitutes a violation of our Drug and Alcohol Policy.
- Employees are strictly prohibited from reporting to work under the influence of marijuana or with any detectable amount in their system, regardless of when or where the substance was consumed.
- A positive drug test for marijuana will be treated as a violation of this policy and will result in disciplinary action, including immediate termination of employment.

This is not a matter of personal choice or state law—it is a matter of safety and legal compliance. Marijuana use impairs judgment, slows reaction time, and significantly increases the risk of accidents, injuries, or worse on our jobsites. **At MAPP, the safety and well-being of our employees, subcontractors, and the public is—and always will be—our highest priority.**