alcohol & drug policy (U.S.)

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. We recognize that the use of alcohol and drugs can adversely affect job performance, the work environment and the safety of our employees, contractors and the general public.

This policy and its related practices apply to all employees when they are engaged in company business, working on or off company premises, and when driving company vehicles. Encana's contractors are expected to develop and enforce alcohol and drug policies and practices that are consistent with this policy and its related practices.

To minimize the risk of unsafe and 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.

The following are expressly prohibited while on company business or premises:

- the use, possession, distribution and offering for sale of illegal drugs or prohibited substances
- the unauthorized use, possession, distribution or offering for sale of beverage alcohol
- possession of prescribed medications not authorized for personal use
- reporting for duty under the influence of any illegal or prohibited substance

Various investigation and testing procedures defined in the Alcohol & Drug Practices may be used in support of this policy.

Encana provides prevention, assessment, treatment and aftercare support and resources for employees who suspect they have a substance dependency or an emerging alcohol or drug problem. Employees concerned about or experiencing alcohol and drug problems are encouraged to seek assistance from Encana's Employee and Family Assistance Program (EFAP), Health & Wellness, their personal physician or appropriate community service before job performance is affected or violations occur.

Disciplinary action up to and including termination will be taken for violations of this policy and its related practices.

Owner: John Keplinger | Last revised date: February 15, 2011