

Alcohol & Drug Policy

Encana is committed to protecting the health and safety of all individuals affected by our activities and the communities in which we live and operate. The use of alcohol and drugs can adversely affect job performance, the work environment, as well as the safety of our workers and the general public.

This Policy and its related practices apply to all employees engaged in Company business whether working on or off our premises, or driving Company-owned, leased or rented vehicles. Contractors and service providers are expected to develop and enforce alcohol and drug policies and practices that are consistent with, and in any case, meet or exceed the requirement of this Policy and its related practices and agreements while conducting business for, or on behalf of, Encana. Specific requirements for contractors are set out in the 'Contractor Compliance with the Alcohol & Drug Policy' document.

To minimize the risk of unsafe or unsatisfactory performance due to alcohol or drugs, everyone must 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:

- use, possession, distribution and/or offering for sale of any drug (i.e. any substance, whether legal or illegal, with potential to change or adversely affect how a person thinks, feels or acts)
- unauthorized use, possession, distribution, and/or the offering for sale of beverage alcohol
- reporting for work under the influence of alcohol or drugs contrary to the Company Alcohol & Drug Practices
- The use and/or possession of prescribed medications not authorized for personal use

However, the use of prescription or over the counter medications is permitted in accordance with the terms of the Company Alcohol & Drug Practices. This includes, but is not limited to the use of prescription or over the counter medications in circumstances where: (i) the medication is being used for its intended purpose and in accordance with physician/pharmacist/manufacture directions; (ii) the use of the medication does not adversely affect an employee's ability to safely work as per Encana's Fitness for Work Practice; and (iii) the other requirements of the Company Alcohol & Drug Practices are followed.

Investigation and testing procedures as set out in Encana's Alcohol & Drug Practices may be used in support of this Policy in appropriate circumstances. All Company-wide testing procedures and limits will be in accordance with the U.S. Department of Transportation and the U.S. Department of Health and Human Services standards.

Encana provides assistance by way of assessment, treatment, aftercare support, and resources for employees who have substance dependency issues. Employees who have concerns or are experiencing negative consequences associated with alcohol and drug use are required to disclose such problems to Encana and are encouraged to seek assistance through Encana's Employee and Family Assistance Program (EFAP), Human Resources, their personal physician or appropriate community services before job performance is impacted or violations of this Policy or its related practices occur.

Employees who disclose or seek assistance from Encana regarding alcohol or drug problem in accordance with this Policy and related practices will not be subject to discipline, provided appropriate disclosure has been made or assistance sought before being identified for an alcohol or drug test. However, an employee's involvement in a rehabilitative program or seeking of assistance after an incident has occurred or after a demand for the employee to undergo testing under this Policy and related practices will not prevent an employee from being disciplined or terminated. An employee's

participation in EFAP or other assistance does not eliminate the obligation to meet satisfactory levels of job performance or to comply with this Policy and its related practices.

Disciplinary action, up to and including termination of employment or services, will be taken where Encana determines violations of this Policy and/or its related practices have occurred, having regard to the circumstances. This Policy and all related practices are subject to ongoing review and may be modified from time to time by Encana in its sole discretion.

Last revised: October 2018

