

DRUG, ALCOHOL, AND CHEMICAL-FREE WORKPLACE

Employees, subcontractor and volunteers, shall not use, possess, manufacture, distribute, dispense, sell, transfer, or be under the influence of, or impaired by drugs, cannabis, chemicals or alcohol while on the Company's premises, operating a Company vehicle, machinery, or equipment (regardless of whether such is owned or leased by the Company), or while otherwise working on the Company's behalf regardless of location. "Cannabis" for purposes of this policy means marijuana, cannabis flower, cannabis product, lower-potency hemp edible, or hemp-derived consumer product. "Chemical" means alcohol, solvents, and other mood-altering substances, including controlled substances as defined in Minn. Stat. § 152.01, subd. 4. Anyone violating this policy shall be subject to disciplinary action, up to and including termination.

In accordance with Minn. Stat. § 245A.04, subd. 1(c) and § 245D.10, subd. 1, the Company expressly prohibits employees, subcontractors, and volunteers from abusing prescription medications when directly responsible for serving or providing care to clients. This policy does not apply to the use of prescription drugs prescribed to the employee, subcontractor, or volunteer taken in accordance with that employee, subcontractor, or volunteer's prescription from their healthcare provider, to the extent it does not impair the individual's ability to safely perform the job or provide services or care to clients.

Further, the policy is not intended to restrict an employee, who is of a legal drinking age, engages in the responsible consumption of alcohol at a Company-related event (conferences, business dinners, holiday parties or award ceremonies) when the employee is not in contact with those persons the Company supports and serves and where such consumption is consistent with the context of the situation. Company management will communicate whether alcohol consumption is allowed given the context of the situation. Notwithstanding such context, excessive drinking while representing the Company may result in disciplinary action up to and including termination. At all times employees are solely responsible for making arrangements for their safe transportation. The policy is intended to restrict consumption of, being under the influence of, and impaired by alcohol when employees are in a "service" role or directly responsible for serving or providing care to clients.

If an employee knows or suspects that an EON, Inc. employee, subcontractor, or volunteer is under the influence of or impaired by alcohol, drugs, cannabis or chemicals, or is in violation of this policy in anyway, the employee must report the conduct to their supervisor, the on-call manager, or Human Resources immediately. The Company will promptly investigate reports and suspected violations of this policy. All employees are expected to

fully cooperate with any investigation of inappropriate conduct. Failure to cooperate may result in disciplinary action, up to and including termination.

The Company reserves the right to immediately remove an employee subcontractor, or volunteer suspected to be under the influence of drugs or alcohol, or impaired by cannabis or chemicals from the Company's premises and relieve the individual of all duties.

Employees violating this Drug, Alcohol, and Chemical-Free Workplace policy will be subject to disciplinary action, up to and including termination.