

CANNABIS: CBD



SAFETY STARTS **HERE**

The information in this best practice has been written with the consultation of a licensed physician and legal expert who specializes in the field of occupational health and disability management.

WHAT IS CBD?

Cannabidiol (CBD) accounts for 40% of cannabis extract. Anecdotal reports and early studies show uses for addiction treatment, anti-inflammatory, epilepsy, pain associated with multiple sclerosis.

CBD can be used in two general ways,

1. ingestion (e.g. entering the body by swallowing/ inhaling/etc.)
2. topically (e.g. creams/salves/oil/etc. applied directly to a body part)



WHAT ARE THE SIDE EFFECTS OF CBD USE?

- **Ingesting CBD**

Ingesting CBD can cause daytime fatigue and sleepiness which, depending upon the severity and duration, can be of significant concern. These side effects vary from patient to patient and need to be assessed on an individual basis. This is the same approach one needs to take when consuming a wide range of both prescribed medications (e.g. sleeping pills, pain killers) and over the counter medications (e.g. gravol, antihistamines, muscle relaxants).

Either use appears to have no adverse impact on cognitive function or physiological functioning. However, when ingested, CBD does have side effects that can seriously affect the work of Safety Sensitive workers. There is limited information on the topical use of CBD, but it is believed to have minimal to no side effects that can affect the work of Safety Sensitive workers.

- **Topical CBD**

There is next to no scientific literature on the therapeutic value of CBD topical products on humans, though animal studies have suggested an anti-inflammatory effect does exist. Similarly, there is negligible evidence on the safety or absorption of topical CBD. However, it is believed the side effects of topical applications of CBD to be minimal on humans.

USE OF CBD FOR SAFETY SENSITIVE WORKERS AND NON-SAFETY SENSITIVE WORKERS:

Medically Prescribed CBD

Medically prescribed CBD products that are 99% or greater pure CBD are permitted in Valard. Medical use means a worker's physician has prescribed the use of CBD for medical purposes. This includes ingestion and/or topical applications of CBD.

In short, if the CBD has been prescribed by a physician, the CBD has been acquired from a licensed cannabis producer and that the licensed cannabis producer can produce documentation attesting to the purity of the cannabis CBD, MUST BE 99% OR GREATER PURE CBD, then the worker is permitted to use (i.e. ingestion and/or topical) CBD.

Non-Medically Prescribed CBD

Non-medically prescribed CBD is not deemed safe while working. In specific, this is CBD that is not prescribed by a physician and that physician has not evaluated the work of the patient and the potential side effects of CBD. In this case, there is no opportunity for a medical expert to assess the impact on functionality. As such, the use of non-medically prescribed CBD must not be used for 24 hours before attending work. Said differently, within 24 hours before attending work, workers are prohibited from using non-medically prescribed CBD. This is particularly important for Safety Sensitive workers.

CLIENT REQUIREMENTS WILL ALWAYS OVERRULE VALARD POLICY.

Client requirements will supersede anything identified in this Best Practice as many of our clients have more stringent requirements than Valard in terms of cannabis use. Valard employees must meet all client alcohol and drug testing requirements (e.g. inclusive of THC and/or CBD use). Some clients have advised that they will enforce a ZERO tolerance policy towards cannabis use (e.g. either THC or CBD). Your immediate supervisor will advise of these requirements prior to sending you to these projects.

ALL WORKERS MUST BE FIT FOR DUTY WHEN WORKING FOR VALARD.

Impaired individuals will not be tolerated at Valard. Individuals suspected to be under the influence of drugs or alcohol must be escorted out of the work area immediately and have the individual dealt with as dictated by Valard's HSE Policy 16 - Substance Abuse Program. All workers must disclose the use of medical cannabis to their immediate supervisor.



IF YOU HAVE ANY QUESTIONS, PLEASE:

- Speak to your direct supervisor;
- Speak to your safety advisor;
- Contact Human Resources | HR@valard.com
- Contact Safety | safety@valard.com