



H S E

HEALTH SAFETY ENVIRONMENTAL



Alert #: SA 39-23

Date: December 8, 2023

Prohibited Substances in the Workplace

A continuing threat across our Country is the abuse of a combination of legal herbal mixtures and synthetic chemical compounds. These products, have become increasingly abused and have gained the attention of law enforcement authorities and legislators. Due to its popularity, they are now sold at smoke shops, gas stations and convenience stores. The plants used to create these products were used by ancient cultures as sedatives or for euphoric effects. In addition to the natural herbal contents, these products also contain several synthetic chemical compounds that are potentially hazardous. These products, designed to be smoked or taken orally, are produced internationally and imported into the United States.

Law enforcement authorities are encountering these herbal incenses with greater frequency and some cities in the United States have witnessed an increase in hospitalizations due to the adverse effects of the products. Reports indicate that this combination of compounds have similar effects to that of cannabis, or opioids however some of the adverse side effects include, but are not limited to, panic attacks, heart palpitations, hallucinations, delusions, vomiting, increased agitation, dilated pupils, psychosis and episodes of psychotic behavior.

Recently, a compound called Kratom has become an issue for a few clients. There have been several issues of this compound being discovered offshore and altering behavior and performance. This week there have been several individuals not allowed to fly out due to this being on their person and being confiscated as contraband, and resulting in being placed on the no fly list.

Medications:

Prescription medications should be approved to use while working in safety sensitive positions and communicated to HSE personnel via LLCF-021-Employee Medication Form. This is strictly for reference, should you be involved in a medical emergency.

Over the counter medications shall be ***FDA Approved***, kept in the original container at all times and only used for its intended purpose. Stimulants shall not be taken or brought on to a GIS or Customer property at any time.

GIS Policy:

GIS' contraband policy prohibits the use of herbal or synthetic mixtures while on duty for, or on GIS and/or Customer property. If an employee is found under the influence, or in possession of any of these substances, they shall be subject to disciplinary action up to and including termination. GIS is currently aligned with Customer policies already in place banning use of these products.

If you should have any questions whether medications or supplements you are taking meet this requirement, please contact the Corporate HSE department at 855-543-5163 prior to bringing them on site.

Report all incidents immediately to the GIS Hotline 1-855-543-5163.

Following your initial phone call, an incident report **must** be completed and e-mailed to:

incident@gisy.com

SAFETY ALERT