



Drug And Alcohol-Free Workplace Supplier Requirements

PURPOSE

Expand Energy Corporation, including its affiliates and subsidiaries (collectively referred to as “Company”), desires to promote a safe and healthy work environment free from illegal drugs and the illegal use of drugs and alcohol.

SCOPE

The requirements and expectations contained herein apply to all members of Supplier Group who are on or using Company Property and/or on Company time in connection with Safety-Sensitive activities or operations.

This document is not intended to and does not confer legal rights to any Supplier, any member of Supplier Group, and any other entity or impose any legal obligations on the Company. Further, this document will be interpreted, administered and amended by the Company within its sole discretion.

SUPPLIER’S COMMITMENT TO DRUG AND ALCOHOL-FREE WORKPLACE

It is Supplier’s responsibility to ensure that it maintains and enforces a drug and alcohol policy that ensures a drug and alcohol-free workplace. Supplier’s drug and alcohol policy must meet, or exceed, the requirements and expectations contained in this document as well as all applicable local, state and federal laws, rules or regulations. Supplier is solely responsible for informing all members of Supplier Group about the requirements of its policy as well as the requirements and expectations set forth in this document.

REQUIREMENTS AND EXPECTATIONS

Prohibitions

The manufacture, use, purchase, transfer, or possession of Prohibited Substances (as defined herein) is expressly prohibited. Such prohibition includes, but is not limited to, entry upon or use of Company Property while under the influence of Prohibited Substances.

All members of Supplier Group must be free from Prohibited Substances.

Any member of Supplier Group in a Safety-Sensitive position (defined below) taking any drug, whether prescribed or OTC (over the counter), that may impair his/her physical or mental ability to safely perform his/her essential job duties must immediately report such treatment to his or her supervisor or a Supplier safety representative to determine their fitness for duty.

Supplier shall not employ or otherwise hire or utilize any member of Supplier Group who, in the last five (5) years, has been convicted under any criminal drug or alcohol statute for a violation occurring in the workplace or outside the workplace or failed to notify Supplier of any indictment or conviction under any criminal drug or alcohol statute immediately after the event or before performing any Safety-Sensitive duties for the Company.

Searches and Inspections

Company may, in its sole discretion, at any time, and without prior notice or announcement, conduct inspections of any and all members of Supplier Group’s personal effects, including but not limited to, lockers, baggage, vehicles and quarters located on Company Property for the purpose of determining if an individual is in possession of any illegal or unauthorized items, including specifically Prohibited Substances. Any discovered illegal and unauthorized items may be taken into custody and turned over to the proper law enforcement authorities, and any individual who refuses inspection or who is found to be in violation of the Company’s requirements may be removed and permanently restricted from Company Property. Entrance onto or use of Company Property by Supplier, its employees and invitees constitutes consent to this requirement.

Testing

Any member of Supplier Group, included within the scope of this document, who is performing work on or utilizing Company Property, is subject to drug and alcohol testing whether administered by Supplier or Company. Subject to statutory limitations in a given state, such drug and alcohol testing may be conducted randomly, at any time without advance notice and/or for cause or



reasonable suspicion (such as when drug and/or alcohol complaints are received) and/or following an Incident, (as defined below). Entry upon, or use of, Company Property constitutes consent for such testing. A member of Supplier Group need not be presently on or using Company Property in order to be tested.

Refusal to consent to or provide a sample for a required drug and/or alcohol test may result in the Supplier and/or Supplier Group member being immediately removed from Company Property and terminated from further service to the Company.

Tampering with, altering and/or manipulating any sample submitted for testing, or submitting a false sample for testing is expressly prohibited and may result in the Supplier or Supplier Group member being immediately removed from Company Property and terminated from further service to the Company.

All members of Supplier Group shall possess picture identification containing identifying information specific to that individual in order to facilitate accurate drug and alcohol sampling, testing and records. Such information may include full name, employee number, date of birth, or other information that can be corroborated by Supplier.

RECORDS AND AUDITS

Any and all of Supplier's records of and related to drug and alcohol tests shall be maintained, confidentially, for a period of at least three (3) years. This includes all testing information, including, but not limited to, interviews, reports, statements and memoranda. Upon request, such records shall be submitted to Company's Drug and Alcohol Program Manager.

Supplier's policy, and any associated documents including data and metrics monitoring compliance with its policy, may be reviewed or audited by Company, upon request. Any such review or audit will be conducted in accordance with a process substantially similar to that outlined in the master agreement(s) between Company and Supplier.

VIOLATIONS, NON-COMPLIANCE AND REMEDY

At Company's sole discretion, any of the following may occur as a result of Supplier or any member of Supplier Group violating or otherwise not complying with the foregoing:

1. Any member of Supplier Group who has received a positive result on any drug and alcohol test administered may be immediately removed and restricted from Company Property and from performing any work for Company.
2. Any member of Supplier Group who refuses to submit to testing as required by this document, the Supplier or the Company may be immediately removed and restricted from Company Property and from performing any work for Company.
3. Supplier or any member of Supplier Group who violates any provision included in this document may be immediately removed and restricted from Company Property and from performing any work for Company.

Failure to comply with Company's Supplier Drug and Alcohol-Free Workplace Supplier Requirements by any member of Supplier Group will place Supplier in a non-compliant status. Should Supplier be found in non-compliance, the Company may terminate its relationship with Supplier immediately upon written notice. Any member of Supplier Group found to be in violation of any provision of this document is subject immediate removal from or use of Company Property.

When appropriate, violations of this document will be reported to law enforcement authorities.

All questions and requests for exceptions must be submitted in writing to Company's Drug and Alcohol Program Manager (DAPM).

Drug and Alcohol Program Manager
6100 N. Western Avenue | Oklahoma City, OK 73118
Phone: (405) 935-8854 | Fax: (405) 849-6318 | Email: DER@expandenergy.com



DEFINITIONS

1. **Company Property** – any property or facility owned, leased, or under the control of Company, its parent, subsidiaries or affiliates, wherever located, including and without limitation field and well locations, buildings, structures, installations and vehicles, and any other property designated by Company.
2. **Illegal Drugs** – certain controlled substances, the possession of which is unlawful, pursuant to the laws or regulations of any federal, state and local jurisdiction, or that are legally obtainable but have not been legally obtained, including prescription drugs obtained without a valid prescription, any drug legally prescribed in one jurisdiction but being used in another jurisdiction in which it is currently illegal, or synthetic or other intoxicants where the usage of such may impair a person's judgment or ability to perform Safety-Sensitive functions are considered to be illegal. Should two jurisdictions overlap and have opposing regulations, laws or rules regarding the legality of a drug, the Company will side with the jurisdiction that is most strict or supersedes the opposing jurisdiction, for example, if a drug is legal in the state of Oklahoma but illegal federally, the Company will side with federal law.

Examples of Illegal Drugs as listed in Schedule 1 of the Controlled Substances Act, include street drugs such as, but not limited to, cocaine, heroin, marijuana, and phencyclidine; controlled substances such as amphetamines, methamphetamines, opiates and barbiturates; and synthetic and other intoxicants such as K-2, Spice, synthetic cannabis, bath salts and Kratom.

3. **Incident** – except where defined otherwise by state law, an incident that may require a Member of Supplier Group to undergo drug testing would be one in which an unplanned or undesired event or chain of events associated with a business operation or task (e.g. motor vehicle accident, on-the-job injury, atmospheric or environmental release, spills, damage to Company Property, etc.) has caused injury to a person or damage to property or equipment. Nothing in this policy, however, is intended to require Members of Supplier Groups to undergo drug testing for repetitive injuries, or other illness or injuries which are not likely to have been caused by drug use.
4. **Prohibited Substances** – include, but are not limited to: (i) alcoholic beverages, the use of which is not authorized by Company; (ii) substances which cannot be manufactured, distributed, sold, possessed, transferred or used without legal or regulatory authorization and oversight; (iii) Illegal Drugs; or (iv) otherwise legal but illicitly-used substances, such as prescription medication without a medical prescription, off-label use of over-the-counter drugs, synthetic forms of illegal substances (e.g. synthetic marijuana, synthetic cocaine, amphetamine analogues, etc.) Prohibited Substances also includes the equipment and/or paraphernalia commonly associated with the listed items.
5. **Safety-Sensitive** – high risk actions or activities affecting public safety in which a mistake could create hazardous conditions that could cause bodily injury and/or property damage. Examples of functions that are Safety-Sensitive include, but are not limited to: drilling, fracing, pumping, well tending, maintenance, construction, driving, heavy equipment operating, and all duties regulated by the U.S. Department of Transportation.
6. **Supplier** – a person or company engaged, directly or indirectly, in providing a product or service to the Company. This does not include employees of the Company.
7. **Supplier Group** – the officers, directors, employees, agents, representatives, managers and consultants of Supplier and Supplier's contractors or subcontractors (of any tier).