Committed to a Drug and Alcohol-Free Workplace

PxGeo is committed to managing a safe, healthy and productive workplace for all employees, clients and service providers. We recognize that misuse of drugs, alcohol and other substances can impair the ability of persons to perform their duties safely and efficiently.

PxGeo's Management System describes the methods we have adopted to protect all personnel from exposure to drug and alcohol misuse including awareness programs, testing, employee assistance, treatment and rehabilitation.

No individual on a PxGeo worksite, or involved in any PxGeo operation, shall be considered fit for work if they have consumed more than the permitted threshold of any restricted substance. For alcohol, the permitted threshold is zero.

PxGeo prohibits the misuse of legal medications or the use, possession, distribution or selling of illicit or un-prescribed controlled drugs or alcohol on Company business or premises. Non-compliance will result in disciplinary action and may include dismissal. We will regularly conduct random and unannounced searches for drugs and alcohol on company owned or operated property, in conjunction with any local requirements, to ensure compliance with our Commitment and procedures.

PxGeo employees are required to undergo medical evaluation or drug and alcohol testing where reasonable cause exists, including post incident, in conjunction with any local requirements.

This Commitment also necessitates that we conduct the same search and testing provisions for supplier personnel on Company owned or operated facilities as we would conduct on our own employees.

Non-compliance with this Commitment may result in disciplinary action and subsequently permanent removal from PxGeo owned or operated sites.



Charles "Chuck" Davison Jr.
Executive Chairman, CEO & President
28 July 2026