



Rayonier Contractor Drug and Alcohol Testing Program Requirements

- Contractors must have an established substance abuse program that subjects all of its employees and subcontractors to drug & alcohol testing.
- The testing program must include pre-employment, random, reasonable cause (suspicion), and post-accident.
- Employee drug & alcohol testing must be conducted by an independent third party DATIA (Drug & Alcohol Testing Industry Association) certified facility.
- A properly verified, positive drug test will result in immediate dismissal from Rayonier property.
- Any contract employee having a positive drug test while working on Rayonier property may not return to work at any Rayonier facility for a period of one year.
- Contractors must provide, upon request from Rayonier, appropriate certification from a corporate officer of adherence to the above requirements. This certification shall not jeopardize/compromise Contractor’s employee confidential information.
- Rayonier shall have the right to inspect, via mutually agreeable third party auditors, Contractor’s compliance with this Contractor Drug Testing Program (the “Program”), and all information used by Contractor to substantiate such compliance. The auditor making such inspection shall be required to sign a reasonable confidentiality agreement provided by Rayonier and shall report only whether Contractor is in compliance with the requirements of the Program. Upon receipt by Rayonier, of a report showing non-compliance with the Program, Contractor shall immediately correct any non-compliance and certify such correction by a corporate officer of Contractor. The expense and fees of the auditor shall be paid by Rayonier, unless Contractor is found to be in non-compliance with the Program, in which case the expenses and fees shall be paid by Contractor.

I, the undersigned, agree to the Rayonier Contractor Drug and Alcohol Policy requirements.

Signature (Contractor Party Representative)

Date

Company Name