


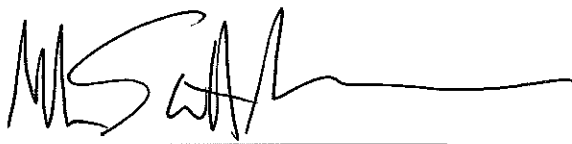
ALCOHOL AND DRUG POLICY

Integrated Environments (2006) Ltd. is committed to the health and safety of employees, the public and the environment. To this end, the company will make every reasonable effort to minimize risks associated with their operations and to ensure a safe, healthy and productive workplace. The use of illicit drugs, and the inappropriate use of alcohol, medications or other substances, can have serious adverse effects on the safety and well being of employees, the public or the environment.

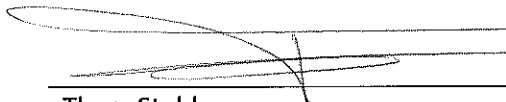
The company recognizes that there is a distinction between the casual use of alcohol and drugs and use as a result of the handicap of substance abuse or substance dependence. Where the employee has a substance abuse or substance dependence problem, the company is committed to individualized treatment and rehabilitation in order to assist the employee in overcoming his or her problem.



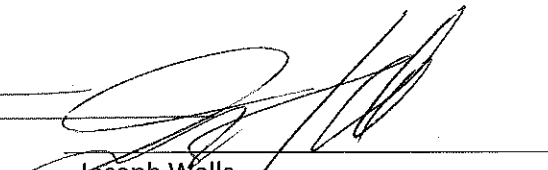
James Carss



Miles Scott-Brown



Thom Stubbs



Joseph Wells

2010-01-04

