

Task/Process: Medical Cannabis Policy	Task/Process: Medical Cannabis Policy
Prepared/Revised by: Emily Knight / Jessica Lagoda	Approved by: Mark Lavaway / David Mucci
Date issued: October 15th, 2018	Last reviewed: January 28 th , 2025

Ed Mirvish Enterprises Limited – Medical Cannabis Policy

Purpose:

The employees of Mirvish Productions are our most valuable resources, and for that reason, their health and safety are of paramount concern. Medical cannabis will be treated the same as all other regularly prescribed medication. Mirvish Productions has the same expectations from employees who use medical cannabis as who use all other types of medication and will accommodate individuals up to the point of undue hardship.

Scope:

The Medical Cannabis Policy applies to all areas at:

- The Princess of Wales Theatre – 300 King St. W.
- The Royal Alexandra Theatre – 260 King St. W.
- The CAA Ed Mirvish Theatre – 244 Victoria St.
- The CAA Theatre – 651 Yonge St.
- Mirvish Productions Head Office – 322 King St. W. / Remote Work Locations

Guidelines:

- Employees may only use medical cannabis with a prescription from a physician or a licensed healthcare practitioner.
- If an employee is required to use medical cannabis while at work, they must inform the Director of Labour Relations and Business Development. An employee is not required to disclose their specific medical diagnosis; however, they are required to provide a prescription from a physician or a licensed healthcare practitioner. All information provided in regard to medical cannabis use is considered confidential and will be treated as such, keeping an employee's privacy as a top concern second only to safety.
- Employees who have a medical condition which requires additional accommodation can discuss their cannabis use schedule in the context of the general accommodation plan with Mirvish Productions and their primary care physicians.
- Unionized employees will need to work with their union health care provider along with Mirvish Productions who will provide direction and support for the safe use of medical cannabis.
- Employees may be required to work with the company's service provider (i.e. Manulife) who will provide direction and support for the use of medical cannabis.
- Mirvish Productions will work with the individual that requests accommodation in an effort to ensure that the measures taken are both effective, and mutually agreeable.
- In the event that medical cannabis is deemed to pose a significant or potential hazard to the employee and/or other employees, Mirvish Productions will attempt to find alternative work for

the employee, up to the point of undue hardship and/or within the parameters of union collective agreements.

Use of Medical Cannabis While at Work:

- In the event that an employee is taking medical cannabis during regular working hours, they are expected to use it in moderation, only at the recommended level of dosage and the applicable frequency of the doses.
- Mirvish Productions asks that, where possible, employees who require medical cannabis use a method of ingestion other than smoking.
- Employees who choose to smoke medical cannabis must abide by all provincial smoking regulations.
- Employees who choose to smoke medical cannabis are not permitted to smoke in the presence of other employees.
- Mirvish Productions will determine an appropriate smoking area for the employee, with the goal of maintaining the confidentiality of the employee's medical situation.

Employee Expectations:

Management is required to:

- Treat employees who use medical cannabis the same as all other employees using prescription medication.
- Provide accommodation up to the point of undue hardship.
- Be aware of the effects of cannabis use and ensure employees are not placed in any safety sensitive situations.
- Assess the effects of the use of cannabis on an employee's performance on the job.
- Ensure that the use of medical cannabis does not adversely affect the safety of the employee and/or their co-workers.
- Ensure that any employee who asks for help due to a drug or alcohol dependency is provided with the appropriate support (including accommodation) and is not disciplined for doing so.
- Respond to any employee queries regarding the use of medical cannabis, while maintaining the privacy of an employee's specific situation at all times.

Employees are required to:

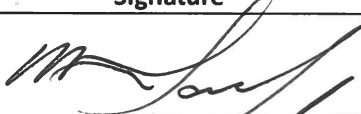
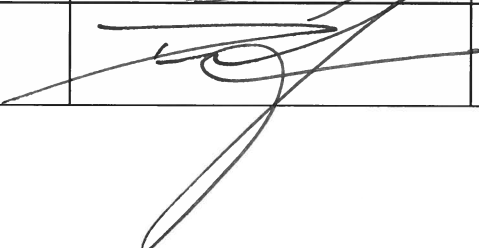
- Disclose their medical cannabis use to management.
- Work with Mirvish Productions to develop accommodation plans that are mutually agreeable.
- Follow the agreed-upon accommodation plan and the guidelines of this policy.
- Never share their medication with any other employee, even those who may have a similar prescription.
- Maintain ongoing communication with management regarding the effects of cannabis on their ability to perform their job duties.
- Never participate in activities which could cause a safety risk such as driving while under the influence of cannabis.

Evaluation:

Management will evaluate the EMEL Medical Cannabis Policy annually and monitor and ensure the ongoing compliance of staff.

Approvals:

The following individuals have read and approved the policy herein:

Name and Title	Signature	Date
Mark Lavaway Director of Labour Relations and Business Development		2-5-2025
David Mucci Managing Director		2-5-2025

Revisions:

Revision Made	Revision Made By	Date
Change all instances of Marijuana to Cannabis. Removed office address	Hannah Clark Gomez/ Emily Knight	September 30, 2019
Adding “CAA” to the “CAA Ed Mirvish Theatre” and updating the address Renaming our Head Office, adding our address and including the option for remote working Updated language to reflect changes in Ontario cannabis policies – prescriptions from healthcare practitioners instead of licenses Change language to gender neutral pronouns Basic grammatical and spelling changes	Mark Lavaway, Jessica Lagoda & Ashley Heng	November 29, 2023
Basic spelling and grammatical changes	Mark Lavaway, Jessica Lagoda, Katelyn Doyle	January 28 th , 2025