

Standard Master Service Agreement

Exhibit D – Workforce Compliance & Screening Policy

OSP Technologies is committed to a safe, healthy, and productive workplace for all employees and sub-contractors.

OSP Technologies recognizes that alcohol or drug abuse will impair the individuals' ability to perform and will have serious effects on the safety, efficiency, and productivity of other staff and OSP Technologies as a whole. The following prohibited actions will not be tolerated:

- Use of alcoholic beverages or any controlled substances while on the job or while on Company property or Company job site is strictly prohibited.
- Possession, buying, selling, distribution, or manufacturing of illegal drugs is strictly prohibited on or of the job.
- Illegal activity with respect to alcohol is prohibited.
- No employee / sub-contractor may report to work while under the influence of alcoholic beverages and/ or controlled substance.
- No employee / sub-contractor shall consume alcohol six (6) hours before performing any work.
- No employee / sub-contractor shall be in possession of alcohol on Company property or on any Company job site. This includes medicines containing alcohol (prescription or over the counter) unless the packaging seal is not broken.
- Employees / sub-contractors with alcohol or drug dependency will not be permitted to work in designated positions identified by management as critical to the safety and well-being of employees.

OSP Technologies may conduct unannounced searches for alcohol and drugs on Company premises or Company job sites. Employees / sub-contractors may report to work while they are taking medication prescribed by a licensed physician who has advised the employees / sub-contractors will not affect the employee / sub-contractors' ability to safely perform his or her duties. Employees / sub-contractors shall report this fact to their supervisor before any work begins.

Any employee / sub-contractor who is taking any prescribed or over-the-counter drug (s) which will or may impair his or her ability to perform work safely shall report this fact to his or her supervisor before any work begins. Supervisors shall be responsible to assign duty appropriate for employees / sub-contractor taking properly prescribed medication. OSP

Technologies may ask employees / sub-contractors to submit to alcohol and drug testing where cause exists to suspect alcohol or drug use.

Unannounced random testing will be conducted in any of the following conditions:

- A. substance abuse problems,
- B. designated positions,
- C. or when it is required by law.

Sub-contractor or vendor personnel are also covered by the search provisions of this policy.

Contractor shall ensure that all personnel assigned to Company projects comply with all customer, corporate provider, property owner, and project-specific screening, certification, badging, training, drug testing, background screening, MVR, site access, and other compliance requirements communicated by Company.

Unless otherwise agreed in writing, Contractor shall be solely responsible for all associated costs. Company reserves the right to deny access to, reject, or require the removal of any personnel who fail to meet such requirements. Contractor acknowledges these requirements may change from time to time and agrees to comply with any revised or additional requirements as a condition of continued eligibility to preform work under this agreement.

At OSP Technologies, our Workforce Compliance & Screening Policy is important to our business success, aligning with our core values—Integrity, Excellence, Teamwork, and Faith. We strongly encourage anyone who suspects they may have a dependency to seek help. By prioritizing health & safety of our team, we protect our people, enhance efficiency, and build trust.