



ALCOHOL AND DRUG POLICY

Revision Date: 07.01.19

1. PURPOSE

It is the goal of Ameren Corporation and its subsidiaries (collectively "Ameren") to establish and maintain a safe work environment that is free from the negative effects of alcohol and drugs. While Ameren does not intend to intrude unnecessarily into the private lives of its employees, it does expect employees to be committed to our core value of safety and report for work in a condition fit to perform competently and safely their duties and responsibilities and to be mindful of how their conduct (even "off duty" conduct) reflects on their responsibilities as an Ameren employee. Ameren recognizes that employee's off-the-job and on-the-job involvement with alcohol and/or drugs can have an impact on the workplace and on its ability to accomplish the goal of a drug-free work environment. The following information clarifies and emphasizes Ameren's position regarding the use, manufacture, distribution, dispensation, sale, or possession of alcohol and drugs.

2. SCOPE

This policy applies to all Ameren employees, including all employees subject to U.S. Department of Transportation (DOT) regulations and those employees not covered by DOT regulations. To the extent DOT regulations applicable to certain Ameren employees differ from the provisions of this policy, the DOT regulations will apply. To the extent U.S. Nuclear Regulatory Commission ("NRC") regulations or policies applicable to certain Ameren employees differ from the provisions of this policy, the NRC regulations and policies will apply. Further, this policy is not intended to modify or supersede any applicable employment terms or conditions that were collectively bargained by Ameren with a Union.

3. DEFINITIONS

For purposes of this policy, the term "drug" means any of the substances identified in Schedule I or Schedule II of 21 U.S.C. §812 (a section of the federal Controlled Substances Act) as well as all prescription or over-the-counter medications that are not being used in the manner prescribed or labeled or are not being used by the person to whom they are legally prescribed. The term "drug" specifically includes marijuana and any other substance that has been deemed legal pursuant to a municipal or state law but is still a substance identified in Schedule I or Schedule II of 21 U.S.C. §812.

4. ROLES AND RESPONSIBILITIES

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5. POLICY

The use, manufacture, distribution, dispensation, sale, or possession of alcohol or drugs while in an Ameren vehicle, on Ameren property, or during work time, will result in disciplinary action, up to and including discharge. Officers may give advance approval for the use or possession of alcohol in connection with authorized events

The use, manufacture, distribution, dispensation, sale, or possession of alcohol or drugs not in violation of Section 1 above but that Ameren determines is adversely affecting an employee's duties and responsibilities for Ameren (for example, the "off duty" use, etc. of alcohol or drugs, even if such use, etc. does not result in legal action against an employee) may also result in disciplinary action, up to and including discharge. In deciding what action to take, Ameren will take into consideration the nature of the alcohol or

drug related conduct, the employee's employment responsibilities, the employee's record with Ameren, and other factors relative to the impact of the employee's alcohol or drug related conduct on Ameren's business.

As a condition of employment, employees will abide by the above policy statements and must notify their direct supervisor of any criminal drug statute conviction or guilty plea for a violation occurring while in Company vehicles, on Company property, or during work time no later than five (5) days after such conviction or guilty plea; the direct supervisor must then immediately notify the appropriate HR Client Consultant. Failure to give such notices will result in disciplinary action, up to and including discharge. Ameren employees subject to NRC regulations and/or policies have other, more strict "notice" requirements that must be followed.

Prescription and over-the-counter medications (which can under certain circumstances, as described above, be considered "drugs" for purposes of this policy) are not completely prohibited in the work environment when taken according to their label and/or a physician's prescription. However, any employee taking prescribed or over-the-counter medications, even according to their label and/or a physician's prescription, is responsible for consulting the prescribing physician and/or pharmacist to ascertain whether the medication may interfere with safe and competent performance of his/her job. If the use of a prescribed or over-the-counter medication could compromise the safety or competency of the employee or the safety of fellow employees or the public while the employee is working for Ameren, then the employee will be required to use appropriate personnel procedures (e.g., use leave, request change of duty, etc.) so as to avoid unsafe and incompetent workplace practices. Thus, as a condition of employment, employees must notify their direct supervisor if they are taking any prescription or over-the-counter medication that the employee has been informed or is aware could cause adverse side effects while working or that is labeled or generally understood to cause side effects that could impair an employee's ability to safely or competently perform the employee's job; the direct supervisor must then immediately notify the appropriate HR Client Consultant. Failure to give such notices will result in disciplinary action, up to and including discharge.

Upon request by Ameren or as required by Ameren policy or law, employees must submit to a drug or alcohol test. If the test confirms the presence of a drug or medication being abused or indicates a blood-alcohol content in excess of .04% while in an Ameren vehicle, on Ameren property, or during the employee's work time, then the employee will be subject to disciplinary action, up to and including discharge. If an employee refuses to submit to a drug or alcohol test, the employee will be subject to disciplinary action, up to and including discharge.

Employees who voluntarily request help from the Employee Assistance Program or from other reputable sources in the community in dealing with a personal alcohol or drug-related or medication-related problem may do so without jeopardizing their employment so long as they are not otherwise in violation of this policy. Such contacts with the Employee Assistance Program will be handled with complete confidentiality unless a determination has been made by the Employee Assistance Program that the individual constitutes a threat to him/herself or to others. Volunteering to participate in treatment programs will not itself prevent disciplinary action for violations of this policy.

6. ENFORCEMENT

If the Company determines that a violation of this policy has occurred, appropriate disciplinary action will be taken, up to and including discharge. Management employees with less than 6 months (180 days) of tenure with the Company will be immediately discharged for violations of this policy.

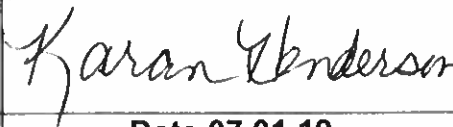

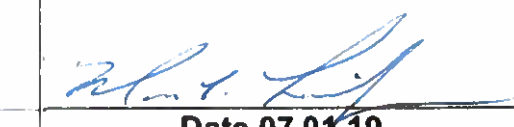
7. ADDITIONAL, INTERRELATED, AND SUBORDINATE POLICIES

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8. CONTACT

For further information regarding the content or administration of this policy, contact the Supervisor, Policy Administration at 314-554-4047 or Extension 44047.

9. AUTHORIZATION

Owner	Sponsor	Approval
Karan Henderson Supervisor, Policy Administration	David Loesch Director ASC	Mark Lindgren Senior Vice President Corporate Communications and Chief Human Resources Officer
		
Date 07.01.19	Date 07.01.19	Date 07.01.19