

# ALCOHOL AND OTHER DRUGS POLICY



J & S Drilling recognise the value of their employees and are committed to promoting and maintaining the health and well being of every member of their workforce.

The inappropriate use of alcohol and other drugs can impair an employee's ability to maintain safe working practices.

All employees and other people engaged to work on behalf of, or at the direction of J & S Drilling, have a responsibility to present for work and remain unimpaired by alcohol or other drugs.

It shall be a dismissible offence to bring or use alcohol or illicit substances on any J & S Drilling drill site. It is also a dismissible offence, to enter any J & S Drilling property/facilities under the influence of alcohol or other drugs.

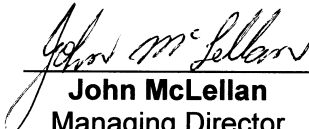
The company may request that employees have random drug tests or be tested prior to mobilising to a mine site or remote project. An employee will forfeit wages in lieu of crew replacement costs, as a result of failing a random drug or alcohol test on a site and having to leave that site prior to completing their scheduled work period.

The Company is also cognisant of the risk of injury and ill health from smoking & unknown health issues from Vaping. Passive smoking is recognised as a health risk. Therefore, in the interests of employee safety and health, smoking / Vaping is not permitted in any confined or enclosed area and smoking / Vaping is expressly prohibited in work areas including;

- Office areas, company vehicles
- Enclosed workshop, crib area and storage areas
- Shared camp accommodation, lunch rooms and toilets, and
- Anywhere there is a risk of igniting flammable materials.

Supervisors are responsible for implementing this policy in their areas and may designate areas for smoking, outside of the restricted areas.

03 August 2018

  
**John McLellan**  
Managing Director