



Drug and Alcohol Policy

The majority of ALASALA activities encompass high risk operations where even a minor degree of impairment can compromise the safety and health of all personnel. As a consequence, Drugs and Alcohol are not permitted on operational sites.

The possession, selling or distribution of illegal drugs (i.e. drugs other than prescribed by the on-site paramedic or a medical doctor) or alcohol at worksites is prohibited. Any person caught partaking in these activities will be immediately removed from the site and will not be permitted to work on future operations involving the company.

Any person found under the influence of a prohibited drug or alcohol at a worksite will be removed from site and disciplined under the relevant contractor's drug and alcohol policy. Abuse of alcohol by any of the contractors' personnel at the location will be viewed as willful misconduct on the part of the contractor. Consequently, the contractor will then be asked to show cause as to why the employee in question should be permitted to continue working on company sites.

All contractor companies and subcontractors working under their control on company sites shall ensure that persons undertake a UDS (Urinary Drug Screen) as part of their pre-employment and periodic medical examinations. If a person returns a positive test, then the contractor must immediately notify the company representative as soon as the results are confirmed.

The company reserves the right to randomly test contractors' employees, sub-contractors and subcontractor's employees for drugs and alcohol impairment without giving prior notice. Competent personnel using only approved methods and equipment, shall conduct the testing.

All contractor companies and sub-contractors working under their control on company sites shall obtain valid written consent of all persons to medical testing for the presence of illegal drugs and or alcohol. Contractors shall also obtain valid written consent of all persons to the company searching the property (including mail) of such persons when the company suspects in its sole discretion that such persons have in their possession drugs and/or other prohibited substances or any other item likely to prejudice operational safety and security.

Contractors shall also immediately' notify ALASALA in the event that the contractor becomes aware that any of its persons have been found in possession of illegal

Drugs and or alcohol. The contractor is also required to notify the company in the event that any persons provided to work on company sites has been found in possession or has abused drugs and/or alcohol. The acceptance of such a person for the work shall be at the sole discretion of the company.

Sign. For
CEO

