

DRUG AND ALCOHOL POLICY

Acqua Drill Resources, our managers, employees and contractors are committed to providing a safe, healthy and productive workplace. We acknowledge that alcohol and drug abuse can have a severe effect upon an employee or contractors ability to perform safely and as a consequence endanger themselves, their fellow workers and the public, along with exposing the company to risk and liability.

Employees or contractors shall not use, possess, distribute or sell alcoholic beverages, illicit or non-prescribed drugs or misuse legitimate prescription drugs while on duty at work. An employee or sub-contractor must notify the company if they are taking any prescription medication.

All employees and contractors shall not be permitted to perform any task whilst under the influence or impairment of alcohol, illegal drugs or prescription medication. The company will stand an employee or contractor down if they are suspected of being under the influence, without pay, until a medical practitioner of our choice has assessed them and have cleared them to return to normal duties. If the employee or contractor chooses not to attend then this will be recorded as a positive test.

Acqua Drill Resources, where practicable, will monitor and appraise all employees and contractors prior to commencing work or starting trips. This may involve, for example, breath testing for alcohol and random drug testing and usage of fitness for duty devices. If an employee or contractor chooses not to attend a drug and/or alcohol test, then this will be recorded as a positive test result and disciplinary processes will be undertaken.

Any employee found operating any vehicle, item of plant or equipment under the influence of alcohol or any illicit drug may be terminated immediately and without notice.

If employees or contractors are involved in an incident, resulting in adverse consequences, they shall be drug and alcohol tested.

Acqua Drill Resources will make every endeavour to provide assistance and rehabilitation in the form of reference to medical help or counselling if a company employee or sub-contractor recognises there is a problem with alcohol or drugs.

The Acqua Drill Resources Fitness for Work – Drug and Alcohol Management Standard compliments this policy.

A handwritten signature in blue ink, appearing to read "Alan Olive".

Alan Olive
Managing Director
Acqua Drill Resources Pty Ltd

A handwritten signature in blue ink, appearing to read "Brendon Elford".

Brendon Elford
Operations Manager
Acqua Drill Resources Pty Ltd