



DRUG & 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 consequently 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 may receive instructions from its client regarding Drugs & Alcohol with specific and potentially restrictive requirements. Acqua Drill Resources will pass these instructions onto its employees with the expectation that these instructions will be complied with by all affected employees.

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 or having potential to adverse consequences, they shall be drug and alcohol tested.

Acqua Drill Resources will make every endeavour to aid 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 black ink, appearing to read 'B Elford'.

Brendon Elford

**Operations Manager
Acqua Drill Resources Pty Ltd**