



ALCOHOL AND OTHER DRUGS POLICY

South West Pinnacle Exploration Limited recognizes the value of their employees and is 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 South West Pinnacle Exploration Limited, have a responsibility to present for work and remain unimpaired by alcohol or other drugs at all times in the workplace and this means, **ZERO level for alcohol and within the legal limits for drugs.**

It shall be a dismissible offence to bring or use alcohol or illicit substances which include drugs on any South West Pinnacle Exploration Private Limited work site. It is also both illegal and a dismissible offence, to enter the work site under the influence of alcohol or other drugs.

All SWPE employees' permanent or temporary who are staying at SWPE camp work site on behalf, or at direction of South West Pinnacle Exploration Ltd., including visitors should maintain, **ZERO LEVEL FOR ALCOHOL & OTHER DRUGS.**

If anyone caught drinking or drunk, shall be liable to disciplinary action including **TERMINATION OF SERVICES WITH IMMEDIATE EFFECT.**

Employees may be required to undertake random drug and alcohol testing at any time.

Dated: 17th November 2017

Signed by: _____
Vikas Jain – Managing Director