



EMERALD

RESOURCES NL

ACN 009 795 046

DRUG AND ALCOHOL POLICY

Emerald Resources NL (Emerald) recognises that alcohol and drugs in the workplace poses a serious threat to the safety and health of all employees. It is through this policy that *Emerald* management maintains a strict commitment to both its employees and clients to provide a safe workplace through its Safety Management System and seeks to promote high standards of safety and health.

To ensure these objectives are met:

- Where applicable employees should undergo a pre-employment medical including a mandatory drug abuse test, prior to the offer of employment;
- Employees are obliged to declare any prescribed drugs they may be taking prior to the offer of employment by *Emerald*;
- Employees are obliged to present fit for work, unaffected by alcohol or drugs, and participate in random alcohol and drug screening, and
- In respect of this policy *Emerald* will maintain a health surveillance system for drugs and alcohol in the workplace.

Authorised on behalf of the Emerald Board of Directors.

Morgan Hart
Managing Director

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