

FITNESS FOR WORK POLICY (alcohol and other drugs)

In this Fitness for Work Policy (alcohol and other drugs) (**this Policy**), Molycop means any company or business within the Molycop group of companies and businesses, including any other companies and businesses that may be acquired by or form part of the Molycop group from time to time.

CORPORATE OBJECTIVE

Molycop is committed to achieving world class performance in work health, safety and welfare. Molycop will create and maintain a safe and healthy working environment and safety culture that aims to eliminate the risks from alcohol and other drugs.

This Policy covers employees, contractors, visitors and is in place to enable alcohol and other drug issues to be managed in a pro-active manner in an effort to eliminate workplace injuries and illnesses related to alcohol or other drugs.

Consistent with this objective Molycop will:

- Prohibit the presence of alcohol and illegal drugs in all Molycop operations
- Implement procedures aimed at reducing the risks related to the use of legal drugs and their effect on individuals on site
- Implement a program that tests for alcohol and illegal drugs to established relevant standards, including confirmatory testing
- Test for alcohol and other drugs under the following circumstances: pre-employment, random, post serious incidents, and “for cause”, where appropriate and in accordance with local legislation
- Aim to reduce the effects of alcohol and other drugs in the workplace through information and education.
- Implement effective strategies in the management of alcohol and other drug issues in the workplace including management of over the counter and prescription medication
- Take all reasonable steps to make contractors and visitors aware of and comply with this Policy
- Provide access to confidential counselling, treatment and rehabilitation for employees with alcohol or other drug related problems
- Take appropriate disciplinary or other action where this Policy has been breached
- Undertake regular reviews of alcohol and other drugs programs



Jim Anderson
Chief Executive Officer
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