



DRUGS AND ALCOHOL POLICY

Maximus Resources Limited understands that the misuse of alcohol and other substance abuse may impair an employee's ability to perform their duties properly and can have serious adverse effects on the health and safety of the individual and others as well as the reputation of our Company.

Drug and alcohol problems result in unsafe working conditions for all employees. The Company is committed to maintaining a productive, safe healthy work environment, free of unauthorised drug and alcohol use. We cannot accept any behaviour that compromises our core value of safety.

Any employee involved in the unlawful use, sale, manufacturing, dispensing or possession of controlled substances, illicit drugs or alcohol on Company premises or work sites, or working under the influence of such substances, will be subject to disciplinary action up to and including dismissal and referral for prosecution.

An employee has a responsibility to take prescription and pharmacy drugs in accordance with the instructions of their medical practitioner and normal directions relating to use of the drugs. In the instance that prescription medication could potentially affect the ability of the employee to perform their normal work duties safely; the employee must notify their immediate supervisor so that corrective control strategies can be implemented. Failure to advise may constitute misconduct.

In the event that drugs or alcohol are found on company premises, actions may include an investigation of the matter to attempt to determine who is responsible for the drugs or alcohol, or requiring workplace participants to undergo a drug or alcohol test.