



## DRUG AND ALCOHOL POLICY

This policy applies to all employees, contractors and site visitors (“workers”) to Casino Mining Corporation’s (“Casino”) Casino Project.

Workers under the influence of any type of drug or alcohol on the job can pose serious health and safety risks both to themselves and their fellow employees. No person under the influence of intoxicating liquor, drugs or narcotic substances shall endeavour, or knowingly be permitted to work (Occupational Health and Safety Act and Regulations 1.05 (3)).

### INTENT

In a remote camp situation, problems associated with drug and alcohol use can be exacerbated. The risks associated in working with heavy equipment, drills, aircraft and other field duties while under the influence of drugs and/or alcohol are great. For this reason:

**The possession or use of alcohol and/or illegal or non-prescribed drugs in camp, is prohibited**

### EXPECTATIONS

The following expectations apply to all employees, contractors and site visitors while conducting work at the Casino Project:

- Workers are expected to arrive to work fit for duty and able to perform their duties safely and to standard; workers must remain fit for duty for the duration of their time at work;
- Use, possession, distribution, or sale of drugs or alcohol during work hours is strictly prohibited;
- Workers are prohibited from reporting to work while under the influence of drugs and alcohol, including recreational marijuana and any other non-prescribed substances;
- Workers using medically approved medication must communicate to management any potential risk, limitation, or restriction requiring modification of duties or temporary reassignment; and
- Workers are expected to abide by all governing legislation pertaining to the possession and use of drugs and alcohol.

### ROLES AND RESPONSIBILITIES

Casino will clearly communicate all expectations surrounding drug and alcohol use, misuse, and abuse. To help enforce this policy, Camp Managers/Supervisors and workers are expected to adhere to the following:

Camp Managers/Supervisors will:

- Identify any situations that may cause concern regarding a worker's ability to safely perform their job functions;
- Ensure that any workers who asks for help due to a drug or alcohol dependency is provided with the appropriate support and is not disciplined for doing so; and
- Maintain confidentiality and employee privacy.

Workers must:

- Arrive to work fit for duty, and remain fit for duty throughout their work day;
- Avoid the consumption, possession, sale, or distribution of marijuana, other drugs, or alcohol on company property;
- When off duty, refuse a request to come into work if unfit for duty;
- Report limitations and required modifications as a result of medically approved marijuana use;
- Report unfit co-workers to Camp Managers/Supervisors;
- Seek advice or appropriate treatment, where required;
- Communicate dependency or emerging dependency;
- Follow the after-care program, where established; and
- Abide by all governing legislation pertaining to the possession and use of marijuana.

## **MEDICAL MARIJUANA**

Where an employee uses medical marijuana, it is expected they provide a copy of their medical licence to use marijuana to the Camp Manager prior to arriving at the Casino Project.

## **DISCIPLINARY ACTION**

Workers found in violation of this policy may be subject to disciplinary action, up to and including termination of employment. Where applicable, Casino may also take legal action in accordance with the law.

The company may at any time, implement a drug testing procedure to ensure the safety of all workers in camp and on the work site.

**Approved:**



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