



## ALCOHOL & OTHER DRUGS POLICY

Musgrave Minerals Ltd (Musgrave Minerals) is committed to providing safe, healthy and productive workplaces and ensuring that all persons who enter those workplaces comply with the company's Policies, Procedures and the Work Health & Safety Act 2011.

Alcohol and other substance abuse may impair a workers ability to perform their duties properly and safely and can have serious adverse effects on the health and safety of themselves and others, machinery and equipment, the environment and the company's reputation.

Musgrave Minerals has a "zero tolerance" to alcohol & other drugs that can detrimentally affect individuals whilst at work.

Workers are required by the company and the Work Health & Safety Act 2011 to present themselves fit for work.

No worker shall possess, distribute or consume alcohol or illicit drugs during work.

All workers shall abide by any Statute or By-law prohibiting the possession, carriage, distribution, sale or consumption of alcohol in a specified location such as the Anangu Pitjantjatjara Yankunytjatjara ("APY") Land Rights Act (SA) 1981 relating to the APY Lands in South Australia.

Outside of the above areas and working shifts, the reasonable consumption of alcohol is permitted, eg; at functions, airports, camp sites, hotels, motels, caravan parks and private residences, when consumed responsibly and in moderation.

All workers have a responsibility to use prescription medications in accordance with instructions from their medical practitioner. Where use of prescribed medications could potentially affect a workers ability to perform their duties safely, they must notify their supervisor immediately so that control measures can be implemented. Failure to advise may constitute misconduct.

Random alcohol and/or drug tests may be conducted at the company's workplaces at any time. The Policy will be reviewed annually.

Date	4 May 2012
Latest review date	6 March 2020