



1A Purdie Avenue Ardross Perth Western Australia 6153  
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## **Drug and Alcohol Policy**

### **Purpose**

Raines Resources P/L, including any of its subsidiaries is dedicated to the safety and wellbeing of all its workers. The purpose of this Drug and Alcohol Policy is to ensure the health, safety, and well-being of all employees, contractors, of Raines Resources as well as visitors, and any other persons on our premises or engaged in work-related activities on behalf of Raines Resources P/L, including that of any of its subsidiaries

### **COMMITMENT**

This Policy outlines the guidelines for assessing and maintaining an individual's fitness for work, in accordance with applicable legislation, including the Work Health and Safety Act 2011 and relevant regulations.

This Policy applies to all employees, contractors, and visitors while on company premises or conducting work-related activities. It encompasses all work arrangements, including remote workers/employees working from home.

### **POLICY STATEMENT**

Employees, Contractors and Agents of the company are responsible for adhering to the following:

- All persons engaged by RR and any of its subsidiaries, contractors and visitors have a duty of care to comply with the RR Drug and Alcohol policy.
- All persons must declare any prescription medication prior to commencement of activities on behalf of RR.
- The scope of this policy encompasses all company premises, work sites and other related site attended by any person employed or engaged by RR to perform/conduct any task or service.
- Random BAC testing will be conducted from time to time.
- Any person/s presenting for work with a BAC reading in excess 0.00% may face disciplinary action, suspension or termination.
- Drug testing will be conducted from time to time by an accredited person.
- Any person/s presenting for work with a banned/prohibited or undisclosed substance in their system may face disciplinary action, suspension or termination.
- RR has a zero tolerance for any breach of the Drug and Alcohol Policy.



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## REVIEW

This Policy will be reviewed periodically to ensure its effectiveness and alignment with our company values, business needs, and legal requirements. Any changes to this Policy will be communicated to all employees in a timely manner

Alan Raines

Chief Executive Officer

Raines Resources P/L