

## **DRUG AND ALCOHOL POLICY**

**T**EKTON MINERALS ARE committed to ensure a safe and healthy workplace for all employees and those engaged on the Company's behalf.

**T**EKTON MINERALS WILL utilize every reasonable measure to maintain a drug and alcohol free work environment and expects employees to abide by this policy.

**W**Henever there is a reasonable cause to believe that the actions, appearance or conduct of an individual while on duty are indicative of the use of drugs or alcohol, or in any case of non-compliance with this Drug and Alcohol Policy the worker(s) will be removed from the worksite and subject to disciplinary action up to and including immediate termination.

**T**EKTON MINERALS RECOGNIZES that the use of illicit drugs and the inappropriate use of alcohol and medications can adversely affect job performance, the work environment and the well-being of employees. It can also place the integrity and the safety of Company property and operations at risk.

**T**HE USE, POSSESSION, distribution, offering or sale of beverage alcohol, illicit drugs or illicit drug paraphernalia, or the improper/abusive use of legally prescribed drugs or other intoxicating substances is strictly prohibited when on Tekton Minerals premises and worksite locations.

**A**LL EMPLOYEES ARE expected to perform their job in a safe manner and in all ways consistent with established Company practices. In addition, it is expected that everyone will report to work "fit for duty" for any and all work shifts and remain "fit for duty" while on Company business and premises.

**T**EKTON MINERALS RESERVES the right to test personnel for alcohol or drugs in the case of a significant work-related hazard or accident as part of a full investigation into the circumstances where there is clear evidence that the acts or omissions of employees were a contributing factor.

### **Tektton Minerals Senior Management**