



It is Halcyon & Liber Limited's policy to absolutely prohibit the use, possession, or sale of illegal drugs, intoxicating beverages and/or controlled substances or firearms on any Company facility. Controlled substances are any illegal drugs or prescription drugs not obtained by a valid prescription.

Drugs will not be allowed anywhere on or in land, building, structures, installations, vehicles, aircraft, or watercraft owned, leased or used by the Company on any facility.

Drugs taken without trained first aider's prescription amounts to abuse. Therefore, on no account shall drugs be taken without the consent and under the administration of a trained first aider.

Drinking, storage and use of alcohol within the perimeter of our work sites and offices is prohibited

Personnel will be A&D Tested under the following premise; Pre-employment, Reasonable Suspicion and Post Incident or Near Miss occurrences.

To enforce this policy, Halcyon & Liber Limited reserves the right to carry out pre-employment drug testing, post-incident/serious near-miss inspections on any person(s), place or thing on Company premises without prior announcement other than this document.

Furthermore, upon reasonable suspicion, searches on relevant Company facilities, shall be conducted with or without staff permission. However, if permission is denied, the items, vehicles, and/or individuals will be denied entry to the premises.

This policy will be enforced in the interest of providing each employee a healthy and safe work place. Every employee's co-operation during inspections will be greatly appreciated and should help minimize the inconvenience these inspections may cause.

Individuals found in violation of this policy are subject to discharge, immediate removal from Company premises and if warranted, reported to the appropriate law enforcement agencies.

The active support of everyone will aid Halcyon & Liber Limited's continued effort to provide the best and safest possible working environment.

Signed for and on behalf of the Management.