



Gujarat NRE Australia Pty Ltd Drug and Alcohol Policy

Gujarat NRE Australia Pty Ltd is committed to maintaining the safety and health of all personnel employed, contracted or visiting its operations and compliance with legislation that applies to our business. As such Gujarat NRE Australia will not tolerate any drug or alcohol use which could endanger the safety and health of staff, employees, contractors or visitors.

It is this company's belief that the use of illegal drugs and the abuse of other controlled substances, on or off the job, is not consistent with the law of the land where the abuse of which effects or impairs their workplace performance. Any employee or contractor, who is in a condition that impairs their ability to perform their job, endangers the safety of themselves, their co workers and their families, risks equipment or property damage at any Gujarat NRE Australia operation will not be permitted to continue working or to remain in the workplace.

To this end, the company will ensure that all employees, supervisors, management, contractors and visitors will be educated on;

- ❖ the company's Drug and Alcohol Policy
- ❖ the danger of abusing drugs and alcohol in the workplace
- ❖ the medical treatment available for persons who seek treatment and counselling; and
- ❖ the action that the company will take when employees violate the Alcohol and Drug Policy.

Employees and contractors have the basic right to work in an environment that is free of drugs and alcohol, and to be able to rely on the fact that co workers are not impaired by substance abuse. In the interest of maintaining a safe and healthy workplace that is free of alcohol and drug abuse, this company is committed to strictly enforce its drug and alcohol policy and to comply with the requirements of the NSW Occupational Health and Safety Act 2000 and the NSW Coal Mines (General) Regulation 1999.

Gujarat NRE Australia Pty Ltd will seek to support any individual employee or contractor by identifying appropriate treatment avenues, counselling and other referrals related to drugs dependency.

Signed:

Managing Director

Dated: