



Drug and Alcohol Policy

The abuse of drugs and alcohol can impair performance of works, and can be a serious threat to safety, health and productivity of employees. Westfield Energy Resources Limited shall ensure that all employees recognize this threat and aims at countering them. In order to achieve this, the following policy statement will apply.

- It is strictly prohibited for any employee to be at work whilst impaired by or not fit for work as a result of drugs or alcohol.
- The illicit use of drugs or the use, possession, distribution, or sale of illegal drugs on company business or work area is strictly prohibited.
- Preceding employment, the company may test for abuse of drug and alcohol.
- Company reserves the right to carry out unannounced search on personnel for illicit drugs and alcohol.
- Although the company recognizes drug or alcohol dependence as a treatable condition, employees who are alcohol or drug dependent are encouraged to seek medical advice and to follow appropriate treatment promptly.



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Managing Director
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