



# Oil Search

## Drug & Alcohol Policy

Oil Search Limited is committed to protecting the health and safety of all individuals affected by its activities. We recognise that the use of illicit drugs, alcohol and medication can potentially have an adverse effect on job performance, the work environment and the safety and health of our workplace.

This Policy applies to all Oil Search employees, contractors, sub-contractors, consultants and visitors whilst working on or visiting any Oil Search premises, work site or whilst driving or occupying a company vehicle.

The Policy prohibits:

- The use, possession, distribution, purchase, or offering for sale of illicit drugs or drug paraphernalia, by any person;
- The use, possession, distribution, purchase, or offering for sale by any person of any controlled substances or hallucinogenic product including betel nut (buai) and gat;
- The unauthorised use, possession, distribution, or offering for sale of alcoholic beverages by any person;
- Misuse of legitimate drugs and possession of prescribed medications not authorised for personal use and;
- The misuse of legitimate drugs, un-prescribed drugs, alcohol and any other controlled substance if such misuse is reasonably likely to materially and adversely affect their work performance or endanger the safety of any other Oil Search employee, contractor, sub-contractor, consultant or visitor or put Oil Search property at risk of damage.

The use and consumption of alcoholic beverages on Oil Search premises, is limited to the places and times authorised only by the Managing Director or his deputy and in accordance with all applicable laws and regulations. This approval authority will not be transferred in any temporary delegation of authority issued by the individuals in the stated positions above.

Investigation procedures that may be used in support of this policy include pre-assignment testing in safety critical positions, random testing, reasonable cause testing, post-incident testing and impaired driving investigation.

Oil Search provides education, prevention, assessment, rehabilitation and aftercare support and resources for employees who suspect they have a substance dependency or an emerging drug or alcohol problem. Employees concerned about or experiencing alcohol and drug related problems are encouraged to seek assistance from the Oil Search Employee Assistance Program (EAP), health and wellness practitioners or their personal medical practitioner before job performance is affected or violations occur.

Breaches by employees or contractors of this Policy and its related Procedure will result in disciplinary action, including dismissal if warranted.

Every employee and contractor working for the Company has a responsibility to promote a culture whereby their actions and those of their colleagues are consistent with this Policy.

**Richard Lee**  
Chairman

**Peter Botten**  
Managing Director