

NO ALCOHOL AND NO DRUGS POLICY

KLUANE DRILLING LTD. recognizes that alcohol, marijuana, and other drug use, including the use of psychoactive substances, affects the work environment, creates additional occupational hazards and compromises the physical and mental integrity of its employees as well as its suppliers, contractors, local communities and other interested parties.

As part of its commitment to the health and safety culture in every country where it is present, the Company:

- ◆ Prohibits the consumption of alcohol, marijuana or other drugs and psychoactive substances at all work areas including the office, shop, crew accommodation, company vehicles and any location the Company is working.
- ◆ Educates its employees about the physical and mental damage that results from the use of alcohol, marijuana, and other drugs and psychoactive substances.
- ◆ Prohibits the selling, use, possession and consumption of alcohol, marijuana or other drugs and psychoactive substances on all company premises.
- ◆ Encourages active participation of all levels of the Company in the prevention of alcohol, marijuana, psychoactive substances and other drug use.
- ◆ Prohibits workers from working while intoxicated or under the effects of alcohol, marijuana, other drugs or psychoactive substances and applies severe penalties for those who disobey.
- ◆ Requires that when an employee uses prescribed drugs, he or she must ask the attending physician if those drugs interfere with safe job performance. If so, the employee must immediately inform the Company so that the necessary measures can be taken to ensure the safety of the employee and his or her co-workers. If the employee is at a project, the local First Aid Attendant must also be notified of the prescribed drug use.

KLUANE DRILLING LTD. communicates to all workers, suppliers, contractors and community its zero tolerance for the consumption of alcohol, marijuana, other drugs or psychoactive substances and reserves the right to perform required tests with reasonable cause, to deny access to facilities and areas where work activities are performed, and to apply disciplinary measures including termination of contract.

Every person involved with the Company must avoid doing anything that encourages the consumption of alcohol, marijuana and other drugs or psychoactive substances at any Company work place or premises, and to follow this policy.



Jim Coyne
Director Kluane Drilling LTD.



Fraser Roberts
Director Executive Kluane Drilling



Mario Germán García Piedra
Chief Operating Officer



Jeisson Hernández
Corporate Safety Manager