



## OUR DRUG AND ALCOHOL POLICY

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TMAC strictly prohibits the possession, use, manufacture, distribution or dispensation of alcohol or illegal drugs and substances or any alcohol or illegal drug related paraphernalia at TMAC's Hope Bay site ("**Hope Bay**") and has a zero tolerance policy. The responsibility of preventing illegal drug use and alcohol abuse is shared among TMAC and all those working at TMAC, and active enforcement of this policy is a necessary component of this responsibility.

TMAC Resources Inc. is committed to maintaining a safe, healthy and productive work environment for all employees, contractors and visitors. Everyone who works for and with TMAC is expected to understand the risks of alcohol and drug use to workplace safety and to comply directly with this policy.

We are all responsible for maintaining a safe, healthy and productive work environment and must report for work in a condition that is suitable to carry out our assigned duties in a safe and efficient manner.

This policy applies to every employee of TMAC including officers, members of TMAC's Board of Directors and all contractors and visitors to Hope Bay. Contractors are required to have a corresponding Drug & Alcohol Policy that supports this policy and its requirements.

Our Drug & Alcohol Policy is designed to ensure that:

- Conditions at Hope Bay support our safety and are conducive to a productive and healthy environment;
- We report to work in a condition that promotes our safety and the safety of others generally;
- We know and understand TMAC's policy and objective to maintain Hope Bay as a safe, healthy environment, free from illegal drugs and alcohol; and
- We are treated fairly.

This policy permits the possession or use of prescription and non-prescription medications in the following circumstances:

- The medication in your possession has been prescribed to you;
- You are using the medication for its intended purpose and in the intended manner directed by the physician or pharmacist or pharmaceutical company;
- The use of the medication does not adversely impact your ability to safely perform your duties; and
- You have notified the site medic and your supervisor before starting work of any potentially unsafe side effects associated with the use of the medication.

TMAC provides education at the time of workplace orientation to ensure your understanding of this policy.

## SPECIAL PROVISIONS FOR ACCESS TO HOPE BAY

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If you visit Hope Bay you will be required to review and sign TMAC's Consent to Search Form in order to be allowed on the property.

Visitors to Hope Bay will be informed of the terms of this Drug & Alcohol Policy before they are allowed on site.

## **QUESTIONS AND ENFORCEMENT**

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If you are an employee of TMAC, a violation of any provision of this policy will subject you to corrective disciplinary action, as appropriate, up to and including termination of employment and removal from Hope Bay.

If you are an employee of any contractor, any violation of this policy by you will result in your removal from Hope Bay and loss of site privileges.

You may be refused access to, or removed from, Hope Bay if there is a reasonable basis to suspect you are in possession of, or under the influence of illegal drugs or alcohol.

If you are affected by alcohol or substance abuse, TMAC encourages you to seek assistance with the assurance of our support and confidentially through that process.