

## Drug and Alcohol Policy



### WAV Assets

All West African Ventures Limited (WAV) offices, vessels and worksites are strictly Drug and Alcohol Free Zones. No alcohol, drugs or other intoxicating substances shall be held or consumed on any of our premises or worksites. While this policy refers specifically to alcohol and drugs, it is intended to apply to inhalants and all other forms of substance abuse.

WAV operates a policy of "Zero Tolerance" for illicit drug or alcohol use for all WAV and third party Contractor personnel working at WAV controlled sites.

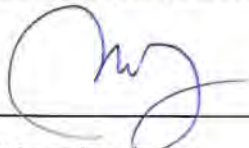
It is a serious offence for any employee or contractor of WAV to:

- Use, sell, possess, manufacture, distribute, conceal or transport any prohibited substances or contraband. Including illicit drug equipment or paraphernalia, while working or residing at any WAV worksite, office or residence;
- Possess or use prescription drugs or over-the-counter medication that may cause impairment, except when the prescription drugs have been prescribed by a licensed physician for the person in possession of the drugs;
- Take prescription drugs that are not recommended to be taken whilst driving a car or operating machinery;
- Refuse Drugs and Alcohol test;
- Switch, tamper or falsify any urine, blood or other samples used for Drug and Alcohol testing.

### Testing

If an Employee or contractor reports for duty to a WAV site, office or vessel in a condition where they appear to be under the influence of drugs and/or alcohol, they shall not be permitted to commence work. The Employee or contractor will undertake a drug and alcohol test as soon as is practically possible. Until the test is completed the Employee or contractor will be accompanied at all times, for his/her own safety and to ensure that the test is not tampered with.

WAV implements a random testing programme for all roles within the Company, reflecting the critical importance of safety to our business. Random testing may be conducted without prior notice for the presence of prohibited drugs, alcohol and/or substances other than those prescribed by a medical practitioner and used in accordance with the prescription directions.



**Michael Amaeshike**  
Managing Director

