



Drug and Alcohol Policy

Bridgeport expects its employees and contractors to carry out their work safely and avoid conduct that puts themselves or others on our work sites at risk. This includes the misuse of alcohol, drugs or other substances when at work or when engaged in work related activities. The misuse of alcohol, prescribed drugs, illegal drugs and other substances is an issue for both employers and employees as it impacts on both work and personal life and in some cases the reputation of the Company.

Employees or contractors who are on medication that could affect their work performance or the safety of themselves or others must inform their manager or supervisor to ensure any necessary precautions or adjustments to work can be put in place.

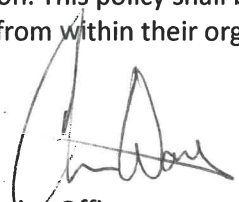
The use of illegal drugs is strictly prohibited at all times when personnel are on site. Illegal drugs or substances are prohibited from being brought onto Company sites at all times. Failure to abide by these rules will result in immediate disciplinary action which could result in dismissal and/or criminal charges.

Bridgeport reserves the right to conduct random breath analysis and drug testing as it sees fit. Failure to pass a test at any time from one hour before shift to end of shift will result in disciplinary action including immediate dismissal.

The use of alcohol is prohibited for personnel during work hours including those who have an intention to work. Alcoholic beverages on Bridgeport sites are limited to full, mid and low strength beer only. All personnel are to be fully fit for work at the commencement of their shift each day, which includes having a Blood Alcohol Concentration of Zero at 6am. Alcohol must not be consumed less than 8 hours before commencing a shift.

Whilst consumption of alcohol as described above, is permitted the purchase of alcohol on the Company's account or from any Company service provider is not. The Company does not condone bad behaviour, including Bullying and Harassment covered by our Code of Conduct. Should alcohol consumption be a factor in any misdemeanour it will result in disciplinary action which could result in dismissal and/or the future banning of alcohol from all Company sites. Individuals are responsible for their drinking behaviour and the consequences, under the criminal justice system, of offences attributable to the effects of alcohol which could be a contributing factor.

Whilst this policy is applicable to all personnel, including contractors, on site, Bridgeport Energy acknowledges that this policy may be contradictory to equivalent policies within contractors' organisations. As such, in relation to contractors, this policy shall act as the minimum standard for behaviour in relation to drugs and alcohol consumption. This policy shall be considered superfluous to any contractors that are subject to more stringent standards from within their organisation.


Chris Way
Chief Executive Officer
Approved – December, 2018
Next review – November 2021