

## ZERO TOLERANCE POLICY – DRUGS AND ALCOHOL

To stay faithful to its commitment to fostering harmonious community relations and guaranteeing that business is conducted efficiently and productively, the Company has adopted a zero tolerance policy with regard to drugs and alcohol.

Consequently, all personnel, visitors, and subcontractors assigned to the Company are formally prohibited from trafficking, selling, distributing, consuming or carrying, on the Renard Project site or any other facilities belonging to the Company, alcohol, drugs, narcotics or medication other than that prescribed by a doctor or bought over the counter.

Carrying or consuming alcohol or any other illegal substance is prohibited while commuting to the workplace and using transportation provided by the Company or any other means of transport, during or after working hours.

When employees use facilities belonging to other persons or entities, they must fully comply with their drug and alcohol policies.

Stornoway intends to rigorously apply the policy it has adopted in regard to the consumption of alcohol and illegal substances. Without limiting the generality of the following, the Company reserves the right to conduct a search at any time, if it suspects this policy has been violated, of any package, cargo, bag or personal effect to be sent to the accommodations or workplace.

The Company reserves the right to dismiss, immediately and without notice, any employee who violates this policy, and they may be required to leave the workplace at their own expense.