

**INPEX Drug and Alcohol Policy**

This policy applies to all INPEX employees, officers, and contractors working on company premises, including offshore and onshore facilities. It is applicable during working hours and whenever individuals are representing the company. The policy must be administered and enforced in accordance with all relevant laws.

**Policy Statement**

- The company maintains a zero-tolerance stance on the use of alcohol, illegal drugs, or unauthorized substances in the workplace.
- Employees, officers, and contractors must not report to work or remain at work under the influence of alcohol, drugs, or any substance that impairs their ability to perform safely and effectively.
- Prescription and over-the-counter medications must be used responsibly. Individuals must inform their supervisor if such medications may affect their performance or safety.

**Testing and Compliance**

The company may require drug and alcohol testing as part of pre-employment screening, on a random basis, following an incident, or when there is reasonable suspicion.

**Consequences of Violation**

Breach of this policy may result in disciplinary action, up to and including termination of employment or contract, and may also lead to legal consequences.

**Exceptions**

This policy does not apply to the moderate and responsible consumption of alcohol on designated areas of non-operational premise, at company business or social functions, or during business travel or entertainment—provided it is permitted by local laws and customs and authorized by local management.