

POLICY ON ALCOHOL AND DRUG ABUSE

ECO ORO MINERALS CORP's policy is to provide a healthy and safe work environment and encourage employees to be in good physical and mental health. The company recognizes that alcoholism and drug addiction affects both the ability of permanent or contract employees to function properly and the safety and productivity of other employees and the company. Therefore, the company has established the following rules:

1. The improper use of prescription drugs and the use, possession, distribution or sale of controlled drugs, hallucinogenics, or psychoactive narcotics while on company premises or in company vehicles is strictly prohibited and classified as a **SERIOUS OFFENSE**.
2. The possession, use, distribution or sale of alcoholic beverages on company premises is prohibited, unless prior authorization from the Chief Operating Officer (COO), or whomever is delegated, has been given. Any violation of this rule is also considered a **SERIOUS OFFENSE**.
3. It is a **SERIOUS OFFENSE** to be on duty and/or on the company premises under the effects of alcohol and/or any other drugs such as hallucinogenics, psychoactive narcotics or any other substance upon which an employee has become dependent.
4. All employees of the company, whether permanent or contract staff, may be subjected to random drug testing and searches for alcohol, drugs and/or other habit-forming substances. Testing will be required when there is reason to suspect the misuse of alcohol, drugs, hallucinogens, or psychoactive drugs. The company may also require employees to undergo medical examinations should any employee be involved in an accident without notice. Employees are obligated to accept these evaluations and tests. Any objection is considered a **SERIOUS OFFENSE**.
5. This policy applies equally to all employees, regardless of their position or work performance or if they work off-site.
6. The company will require all its contractors to adopt and comply with the provisions of this policy.
7. The company will implement a rehabilitation program for employees who have problems with alcoholism or substance abuse. These employees must solicit help and follow the procedures set out in the program.

DAVID HEUGH
Legal Representative
COO

DARWIN SASTOQUE
Manager, **H&S**