



WORLD TITANIUM RESOURCES

Drug and Alcohol Policy

World Titanium Resources Limited (the “Company”) is committed to providing a safe, reliable and desirable work environment for all employees.

An overriding principle for this policy is recognising that alcohol and other drug dependency is a treatable illness. The Company is therefore committed to a program of prevention and education, whilst on a case by case basis providing rehabilitation assistance to employees dependent upon alcohol and other drugs.

In keeping with this, the unauthorised consumption or possession of drugs or alcohol and being under the influence of drugs or alcohol during the hours of employment is prohibited. Any violation of this policy may lead to disciplinary action up to and including dismissal.

Any employee deemed to be under the influence of alcohol or drugs as a result of testing conducted during the hours of employment shall be stood down.

This policy applies to people at all levels of the organisation. This policy is not directed at the taking of prescribed drugs for medical purposes, but at situations where alcohol or other drug dependence or abuse affects performance and/or the safety of employees.

For the purposes of this policy, ‘employee’ includes any consultant or contractor to the Company.

The Policy will be reviewed as required and at least annually. Any amendments to the Policy will require approval from the Board.