

RAINY RIVER RESOURCES LTD. ZERO TOLERANCE DRUG AND ALCOHOL POLICY

Purpose

The purpose of this Policy is to ensure that employees/contractors of Rainy River Resources Ltd. (the “Company”) are not performing duties or providing services while under the influence of drugs or alcohol. This policy addresses the use of drugs and alcohol at work, working while under the influence of drugs or alcohol, and abuse of drugs or alcohol outside of work.

Policy Details

- Employees/contractors must obey all applicable laws;
- Employees/contractors must not under any circumstances consume or possess drugs or alcohol while on Company property, whether operating vehicles or performing any other tasks assigned by the Company;
- Abuse of drugs or alcohol in the workplace that affects an employee’s/contractor’s performance or his or her safety, or the safety of others, the public or the Company’s property, is proper cause for disciplinary action including termination of employment or services;
- Off-duty consumption or alcohol and/or drugs which adversely affects an employee’s/contractor’s job performance, or which could jeopardize the safety of other employees/contractors, the public or the Company’s property, is proper cause for disciplinary action including termination of employment or services;
- Any employee/contractor who is using a prescription or non-prescription drug must only take that drug as directed, and should be aware of any potentially unsafe side effects. If the employee/contractor is unsure about the side effects of a prescription or non-prescription drug, the employee/contractor should consult with a physician, nurse or pharmacist. If there are potentially unsafe side effects, the employee/contractor must notify his or her supervisor before reporting to work.

Responsibilities

All employees/contractors are responsible for abiding by this Policy. If a supervisor or colleague notices behaviour that indicates an employee/contractor may be affected by the use of alcohol or drugs while on the job as listed above or in a different manner, he/she must report it to their immediate supervisor.

Approved by the Board of Directors on May 10, 2011.