



## DRUG AND ALCOHOL POLICY

The Company has evaluated the risks involved in operations when personnel operate under the influence of drugs and/or alcohol and has adopted a 'ZERO TOLERANCE' stand on the consumption / use of unauthorised/ non-prescribed drugs and/or alcohol on the construction sites and vessels.

To ensure the safety of employees and visitors, the company reserves the right to conduct drug and alcohol tests on any personnel entering any construction sites or vessel owned/ operated by the company. Personnel under influence of alcohol or those who have consumed any illegal/ non-prescribed drug shall not be permitted to enter the construction sites or vessels.

In order to operate drug/alcohol free construction sites and vessels, the company reserves the right to conduct baggage checks on all personnel entering the construction sites or boarding the vessels. Such checks albeit shall be conducted by company authorised personnel in a discreet manner. Random accommodation checks and drug and alcohol checks shall be conducted on all construction sites and vessels at periodic intervals.

Personnel consuming prescribed medications shall inform the site medical representative or company authorised medical person about the prescribed medication immediately upon arrival on site or prior to drug / alcohol test.

Denial to consent for drug and alcohol tests or baggage checks, possession of unauthorised / non-prescribed drugs or a positive drug / alcohol test are grounds for immediate termination from services.

A handwritten signature in blue ink, appearing to be 'J. Noe', written over the printed name and title.

James William Noe  
CEO and Executive Director

21<sup>st</sup> August 2015