



DRUGS, ALCOHOL & SUBSTANCE ABUSE POLICY

Company Policy has agreed the need for drug and alcohol policy, which applies to all employees irrespective of status. Its objective is to ensure employees receive training and information on sensible drinking and drug awareness. The aim is to encourage those with drug or alcohol-related problems to seek the support of medical advice and counselling by an outside agency.

- Every employee will be given a summary of the main points of this policy, and anyone with a drug or alcohol related problem would be encouraged to seek counselling. A training session and leaflets on sensible drinking and drug awareness will be provided and repeated periodically.
- Alcohol will not be available on company premises during working hours. This will apply throughout the company, at all levels, without exception.
- It is accepted that stress at work can contribute to drug or alcohol abuse. We are therefore committed to identifying and reducing workplace stress factors.
- Employees involved in accidents, incidents or workplace problems giving rise to reasonable suspicion of drug, alcohol or other substance abuse, may be requested to undergo testing for drugs, alcohol or other substances.
- The company reserves the right to test for drugs preceding employment or mobilization offshore. Anyone failing such a test will not be eligible for employment.

The above policy has been formulated in the interest of Safety, as well as the health and well-being of company employees. Drug taking is anti-Social, and can lead to health problems including addiction, as well as impairing the efficiency and degrading the Safety of operations.

Failure to observe the policy, including refusal to undergo testing as set out above, will be grounds for disciplinary action up to and including dismissal, as will be a positive drug or alcohol test.