



DRUGS & ALCOHOL POLICY

The Company intends to help provide a safe work environment for our clients and employees.

Due to the safety critical nature of our business, the Company has a ZERO TOLERANCE policy on the use of alcohol and drugs whilst in the employment of the Company.

The Company explicitly prohibits:

- ✓ The use, possession, solicitation for, or sale of illegal substances or other illegal drugs, alcohol, or prescription medication without a prescription whilst employed by the Company.
- ✓ Being impaired or under the influence of legal or illegal drugs whilst employed by the Company, if such impairment or influence adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation.
- ✓ Possession, use, solicitation for, or sale of legal or illegal drugs away from the Company or customer premises, if such activity or involvement adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk the Company's reputation.
- ✓ The presence of any detectable amounts of prohibited substances in the employee's system whilst at work, while on the premises of the company or its customers, or whilst waiting for an assignment. "Prohibited substances" include illegal drugs or prescription drugs not taken in accordance with a prescription given to the employee.

The definition of illegal considered by the Company is any drug considered illegal in the UK, India, the personnel's home country, or applicable flag state or host country.

Personnel whilst under prescription medication from approved medical authorities should inform the Operations Department immediately prior to accepting any deployment assignments. The definition of whilst employed with the Company is:

- ✓ On contract following deployment
- ✓ Working on Company or Client premises or vessels

The Company therefore employs a Compulsory Drug Testing Program in addition to Random, For Cause and Post Incident Drug and Alcohol Testing. Details of these testing procedures are documented in the Drug and Alcohol Testing Procedure Document.

Mark Chaudhary
Managing Director