

# Drugs and Alcohol Policy

R7M-HSM-DOC-003



## Drugs and Alcohol Policy

Any employee who, in the opinion of management or the representative of management is under the influence of alcohol or drugs will not be permitted to start or continue work and shall be liable for summary dismissal.

Any employee who is taking prescribed drugs must inform the Company's senior representative at the work location.

In addition, the Company shall have the right at any time, through any person authorised by the Company to do so, to require urine samples of any employee to be taken and tested for the presence of prohibited substances other than those prescribed by a medical practitioner. Urine testing of employees may be conducted under the following circumstances:

- As a condition of employment;
- Where there are reasonable grounds for suspicion that an employee is under the influence of drugs or alcohol;
- Following any accident, incident or injury at work;
- As part of a random testing programme.

## Intoxicants

Nobody is allowed onto any worksite unless they are considered suitably fit. If there were any uncertainty as to a person's fitness, a medical assessment would be required prior to commencement of duties. Anybody found to be taking intoxicants offshore without obtaining medical approval to do so, would immediately be removed from the site and may face action under the disciplinary and dismissal procedure.

## Hard or Recreational Drugs

These are not tolerated under any circumstances. Any person found using, in possession of or testing positive for these types of drugs will be summarily dismissed. There are no exceptions to this rule.

A handwritten signature in blue ink, appearing to read "Nick Offord".

**Nick Offord**  
**Managing Director**

**21 June 2017**