

DRUG & ALCOHOL POLICY

This Drug and Alcohol policy will apply to all personnel on board and ashore whilst representing the company. Violation of this policy will warrant immediate dismissal and/or legal action.

- All personnel will be required to undergo Drug & Alcohol testing at random without notice. Whether prior to boarding, on board a vessel or working ashore. All personnel MUST complete a test if asked to do so. Failure to do so will result in termination of contract.
- The misuse of legitimate drugs, or the use, possession, distribution or sale of illicit or non prescription drugs is strictly prohibited at any time. Full co-operation will be given to public authorities in the criminal prosecution of anyone using, possessing or smuggling illegal drugs or drugs paraphernalia on board any ship or whilst working ashore on behalf of the company. Personnel taking prescribed drugs must declare this to the company at initial application and to the Master if joining the ship. The individual must declare if they are prescribed any medication during the period of deployment.
- Alcohol may be consumed whilst ashore, outside of a working site and outside of working hours only. There is to be no alcohol consumed whilst on board any vessel and/or whilst in possession of firearms. There is also no alcohol to be consumed whilst working on a shore based site. No alcohol is to be consumed 24 hours prior to embarkation of a client vessel under any circumstances.
- Office based staff and staff working on a site are not to consume any alcohol at least 12 hours before commencing duty and are not to consume any alcohol whilst on duty.
- Any personnel appearing to be under the influence of alcohol whilst at work must undergo an alcohol test if there is one available. If it is proven or even suspected that the individual is under the influence of alcohol, then that person will be relieved from duty until a test is carried out. If proven, then the individual will have their contract terminated immediately. The individual will be flown back to their country of origin at the first available opportunity if applicable.
- If any individuals are concerned about the requirements of the Company's Drug and Alcohol Policy, they should immediately notify the Company, especially if they feel that they have a problem in complying with the requirements laid down.
- Drug trafficking and smuggling is a serious criminal offence and will be dealt with in accordance with the law and will result in dismissal without notice.

'Providing the framework for securing our oceans'

Ashley Haw

Ashley Haw
Managing Director

Steven Roberts

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Managing Director

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