

## Drugs and Alcohol Policy

Geoquip Marine has the following Drug and Alcohol policy, to which employees are required to adhere.

### Drugs

- The potentially serious and dangerous impact of drug-related incidents both offshore and onshore must be continuously recognised.
- All employees/contractors are prohibited from the possession or use of narcotic substances whilst at work, unless properly prescribed by a medical practitioner.
- Personnel/contractors on joining a vessel must disclose to the Master of the vessel type and amount of medication they have been prescribed.
- All employees/contractors who are uncertain whether any prescribed medication may contravene the above should initially consult the QHSE Manager or the Project Manager IN CONFIDENCE.
- All employees/contractors may use medically prescribed and/or 'over the counter' drugs in therapeutic dosage as long as such drugs do not impair the ability to work and travel safely.
- Geoquip Marine will provide regular and appropriate information to ensure that the basis, content, controls and associated consequences of drug abuse are understood.
- Geoquip Marine may require employees/contractors who are reasonably believed to have a drugs-related problem to undergo medical examination and any subsequent treatment recommended by a doctor.
- Geoquip Marine also reserves the right to ask its employees/contractors to undergo drug testing on a regular or random basis at, or by, an independent medical facility.
- Drug abuse or contravention of this policy may render the employee liable to summary dismissal; for contractors in such position, their contract will be stopped immediately.

### Alcohol

- Geoquip Marine does not encourage the use of alcohol.
- All Geoquip Marine owned and chartered vessels are to be 'DRY'.
- Geoquip Marine may require employees who are reasonably believed to have an alcohol-related problem to undergo medical examination and any subsequent treatment recommended by a doctor.
- Being inebriated at work, at any time or in any location, is considered to be an act of gross misconduct and will render the employee liable to summary dismissal and contractor's contract will be stopped immediately. "At work" includes travelling to and from a place of work/overseas assignments, and at all times on a field project, even when off duty.
- Geoquip Marine may also impose more restrictive temporary or permanent conditions, universally or locally, including for example a "zero tolerance" policy, should they consider this to be in the best interest of the Company, or if this is a Client requirement.
- All employees/contractors and sub-contractors are required to make themselves aware of such conditions.
- Many Clients operate prohibited substance search procedures for individuals (and their personal effects) whilst on, entering or leaving their premises/vessels. Additionally, Clients may undertake random drug and/or alcohol testing on those who are working on their projects. It is Company policy that its employees/contractors and sub-contractors must co-operate fully with such Client procedures.
- Should a Client provide verifiable evidence that an employee/contractor or sub-contractor has been in possession of a non-prescribed narcotic substance or that their work performance has been impaired through drug or alcohol abuse, it will be considered a breach of Company policy and will render that person liable to summary dismissal or termination of contract or sub-contract.