

The use of alcohol and/or drugs affects a person's ability to operate and concentrate. It is generally recognized that their use and abuse leads to an increased risk of accidents and ill health. Alpha Marine is committed to a safe, healthy and productive working environment for all its employees. It is in the best interest of all company employees to maintain a safe, healthy and productive working environment.

- Possession, use or sale of unlawful or non-prescribed drugs on company premises and on board company vessels or chartered vessels is forbidden. Any person, whether employee or subcontractor, found in possession of or with traces of drugs in a blood or urine sample will be immediately removed from the workplace and can be liable for immediate dismissal.
- Possession, use or sale of alcoholic beverages during working hours is forbidden. Any person found in possession of, or with traces of alcohol in a blood or urine sample will be immediately removed from the workplace and can be cause for immediate termination of employment of the employee or subcontractor.
- Possession of firearms, other weapons or explosives on company premises and on board company vessels or chartered vessels is forbidden and can be cause for immediate dismissal of the employee or subcontractor.
- The management of Alpha Marine reserves the right to conduct unannounced searches for drugs, alcohol and weapons on its owned or controlled property, shore based or afloat.
- The management of Alpha Marine reserves the right to require employees to be submitted to drug and alcohol testing, where the abuse of drugs or alcohol is suspected.
- Failure to provide a sample upon request will result in the same conclusion as provision of a positive sample.
- The use of prescribed medication that has side effects that will affect a person's reactions, decision making or which may cause lethargy or any other form of inhibiting effects must be immediately reported to the company.
- While the Drug, Alcohol and Weapons Policy of Alpha Marine specifically refers to drugs and alcohol, it is intended to apply to all forms of substance abuse.

This policy is communicated to all employees and organisations working on Alpha Marine's behalf. They are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own work is carried out with minimal effect on and risk to the environment.

This policy will be reviewed annually by management. Older versions will be archived. It will be displayed on site where the company operates and on the company website. It will be part of employee and sub-contractor induction and on-going training procedures.



**Simon Greenwood**  
QHSE Manager



**Tim Greenwood**  
Commercial Director