

 Explorer Marine SBoSS ApS	<i>DRUG & ALCOHOL POLICY</i>	Rev.02
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DRUG & ALCOHOL POLICY

Alcohol and other drugs affect concentration, co-ordination and performance. It is recognised that the effects of alcohol and other drugs may result in inefficiency, accidents and absenteeism into the workplace. Therefore no employee may be under the influence of any illicit drug or alcohol while in the work place, while on duty, or while operating a vehicle or equipment.

EMS recognises its employees as its most valuable resource and is committed to providing a working environment, which is a healthy and safe one for the entire workforce. Consequently the main aim of this policy is to promote health, safety and welfare of all employees of EMS.

The successful implementation and establishment of this policy is the responsibility of all employees. The Management, Superintendents and Supervisors have responsibilities in relation to the policy implementation, including:

- Being familiar with the policy and its procedures; disseminating them within the organisation;
- Providing information on the policy and encouraging employees who may have an alcohol and other drug related problem to seek assistance voluntarily;
- Monitoring and evaluating the job performance of the employees;
- Ensuring the policy is kept under review and, if necessary, that amendments are proposed.

The possession, distribution, transfer, purchase, sale, use, or being under the influence of alcoholic beverages or illegal drugs is strictly prohibited by EM SBoSS and leads to disciplinary actions, including the removal from the site or vessel and the project.

Employees must report any and all prescribed and over the counter medications or substances to their immediate supervisor prior to any use on working days: such medicines and substances could affect safety and job performance of the employee and of the team in the work place.

Pursuant to this policy, EM SBoSS may require an employee involved in a job related accident to be tested for drug and/or alcohol use by approved medical institution: positive test results will disqualify an applicant from employment, immediate dismissal will be applicable.

Refusing to cooperate with these procedures will be a violation of this policy and may be cause for disciplinary action, including termination.

Birkerød 04th October 2017

Managing Director