

Drug, Alcohol and Substance Misuse Policy

PURPOSE

Swire Pacific Offshore and its affiliates (hereafter known as SPO) are committed to providing a safe work environment which protects the health, safety and well-being of people, and to prevent damage and protect the environment.

RESPONSIBLE BUSINESS UNIT

Quality, Health, Safety and Environment (QHSE) Department

APPLICATION

This policy applies to all our employees, contractors and suppliers performing work through a contract or third party employer, in any capacity, on board our vessels, in our offices and all other work places ashore.

POLICY STATEMENT

We adopt a **ZERO TOLERANCE** approach to drug and alcohol abuse in the work place. The possession, use, distribution or sale of illicit drugs, inappropriate use of prescription drugs (including 'over-the-counter' medicines) and other substances (including inhalants and anabolic steroids) is **STRICTLY PROHIBITED**.

The possession, consumption, distribution, sale and/or being under the influence of alcohol whilst performing business, operational and/or safety critical work which could result in harm to people, damage to property/asset (including company data) and/or the environment (including driving), is **STRICTLY PROHIBITED**.

Drug and alcohol screening shall be conducted by the company and/or their appointed third party using accredited laboratories as follows:

- Pre-employment and during routine medical examinations
- Randomly through-out employment
- Post incident, 'for cause'

We recognise drug and alcohol dependency as a treatable medical condition and will support the rehabilitation effort of employees who have reported their medical condition to the company. We will respect the dignity, privacy and confidentiality of any person found to be in breach of this Policy.



Peter Langslow
Managing Director

Published Date: 27/02/2019