



P R OFFSHORE SERVICES LTD

Abuse of Drugs, Alcohol and other Substances

PROFFS operate a Substance Abuse Policy which must be adhered to at all times.

A) POLICY REQUIREMENTS:

i. General

PROFFS, reserve the right to take any action it considers appropriate if it believes that anyone in the companies business or at any of it's work locations, is in breach of the Policy. This includes being under the influence of drugs, alcohol, solvents or other substances, impairing the individual's performance or putting any person at risk. If the Policy is breached, PROFFS will not be liable for travelling the Contractor to his home location, all costs incurred by PROFFS will be recharged to the Contractor and the following action could be taken:

- Contacting the authorities (Police and/or Customs which by law PROFFS, may be obliged to do;**
- Removing the individual from the work place;**
- Sending the individual home (at their own cost)**

ii. Drugs

PROFFS, contract and sub-contract personnel shall not produce, supply, offer to supply, possess or consume drugs other than in accordance with the directions of a registered doctor, dentist or other medical practitioner, at any time whilst on duty at PROFFS work locations or elsewhere. It shall not be a violation of the Policy for individuals to use prescribed or other medication in therapeutic doses as long as it does not affect their ability to perform their tasks.

All prescribed and over-the-counter medication taken on board vessels, platforms or rigs, must be declared to the medically responsible person on board.

Any contractors consulting a doctor for a condition which may affect the performance of their work or for which drugs may be prescribed, shall inform the doctor of the nature of their work so that the doctor can take this into account in authorising the individual to return to work and in prescribing appropriate medication.



DRUG AND ALCOHOL POLICY CONT...

iii. Alcohol

The rule for offshore personnel when onboard a vessel, platform or rig, is that their blood alcohol level shall be zero tolerance when joining or checking in at heliport.

Whilst offshore, it is prohibited to produce, supply, offer to supply, possess or consume any alcohol at any work location.

Off duty contractors assigned to a vessel in port, but not expected to sail immediately, are reminded that sailing plans are often changed at short notice.

Contractors assigned to base will not be permitted on companies, premises if it is thought the contractor is not in a fit and safe to work condition due to alcohol.

iv. Solvents & Other Substances

The abuse of solvents or other substances by contractors is forbidden whilst on duty at any work location.