



## DRUG & ALCOHOL POLICY

### Policy Statement

At Beacon Offshore Ltd we are committed to ensuring the health and safety of our employees, those who work on our sites and those who may be affected by our works. One element of this commitment is to ensure that employees are not placing themselves or others at risk by the misuse of drugs or alcohol. Also, we recognize the importance of balancing respect for individual privacy with the need for a safe, secure and productive working environment. Therefore the purpose of this policy is to ensure that employees, workers, subcontractors, agency staff and visitors do not:

- ❖ Report to work or try to work whilst impaired through alcohol or drugs (whether illegal or prescribed).
- ❖ Be in possession of alcohol or illegal drugs on Company premises.
- ❖ Consume alcohol, illegal drugs or take any substances in an unsanctioned way whilst at work or whilst representing the Company.
- ❖ Attempt to sell, distribute or supply alcohol or drugs whilst at work or whilst representing the Company.

Contravention of these rules is a very serious matter and the Company will take disciplinary action in the event of an infringement under the Company's disciplinary procedures, which may include removal from site and/or dismissal for gross misconduct. A copy of this Policy is to be made available to all employees, communicated to non-company workers, subcontractors, agency staff and visitors and a copy is to be clearly displayed in all places of work.

### Screening & Testing

Screening and testing applies to all employees, workers, subcontractors, agency staff and visitors on Company sites and premises. The purpose of screening and testing is to ensure that due diligence is exercised and to deter and detect individuals working on Company premises whilst being impaired due to alcohol or drugs. All drug and alcohol testing will be arranged via the Company's QHSE Department or Human Resources personnel who have arrangements for sample collection and testing. Screening and testing will take place in the following circumstances:

- ❖ Intervention Testing: Where it is suspected that an individual is impaired by the use of drugs or alcohol
- ❖ Post Serious Accident/Incident: Individuals involved may be required to undergo testing
- ❖ Random Testing: As a deterrent and in case of reported misuse, any individual at any of the company's locations or sites may be selected for random testing.
- ❖ Pre-Employment Testing: At company's discretion new employees may be required to undergo a test
- ❖ Client Required Test: Some clients have protocol requirements for testing of individuals working for them and such protocol will be followed.

Refusal by an employee to present for a test or refusal to provide a sample of breath or urine for a test will be treated as a failure to comply with the reasonable request of an employer and so will be subject to the Company's disciplinary procedures. In most cases, this will be treated as if a positive test result had been received. Any refusal by a subcontractor to present for a test or refusal to provide a sample will result in that individual being removed from the company premises. Their employer will be notified of this decision and will bear any financial and contractual consequence of this removal from site.

Claus B. Jorgensen  
Managing Director