

ALCOHOL AND CONTROLLED DRUGS POLICY

1ST EDITION

The effects of Alcohol and Prohibited Drugs are detrimental to the safety of personnel, counter productive to the aims of the company and socially undesirable.

The Directors and Management of the Crescent Subsea Engineering Group of companies are committed to the removal of Alcohol and drugs from all places of work under our control.

Consequently, it is the policy of the Company that:

- A. Unauthorised or illegal Drugs are prohibited from all Company Premises and Work Sites.
- B. Alcohol Beverages are prohibited from all Company Offshore Work Sites.
- C. Personnel are prohibited from working whilst under the influence of Alcohol or Drugs

All employees should be aware of the above policy which shall be implemented throughout the company by the following measures:

- **All employment contracts shall contain clear notification that breach of this policy shall be cause for dismissal without prior warning.**
- **The Company reserves the right to carry out Drug and Alcohol testing at its works sites without advanced warning.**
- **The Company will cooperate fully with Clients or properly appointed Government Authorities in drug and Alcohol testing programmes.**
- **The Company reserves the right to conduct searches on vessels and work sites where the abuse of Alcohol or prohibited Drugs is suspected.**



Chris Aylward

Group Chief Executive

June 2015