



Drug & Alcohol Policy

The abuse of drugs and alcohol is detrimental to the health, safety and well-being of all personnel. Abuse may hinder the performance of work, create unnecessary risks and cause annoyance to colleagues. It may lead to the degradation of one's quality of life and eventually cause unnecessary suffering. It could also impact SPT's services to its clients. Hence the company maintains a drug and alcohol free work environment.

Our policy **objectives** and means are as follows:

- 1. Recognition of drug & alcohol abuse as a health problem**
 - a. Warrant every employee to report to the respective supervisor, if their health, well being or mental condition is of concern
 - b. Treat abuse without any discrimination and in confidentiality
 - c. Offer medical and social assistance as mentioned in the company's Personnel Handbook

- 2. Prohibition on the possession or consumption or being under the influence of any drugs or alcohol whilst in the service of the company**
 - a. Adopt zero tolerance under the following circumstances:
 - whilst onboard any marine craft or installation
 - whilst in control of any vehicle
 - whilst engaged in the operation of any machinery, including powered tools
 - whilst engaged in and or during the supervision or management of any operations, physical work activities or tasks
 - whilst located in any environment involving the above-mentioned circumstances
 - b. Impose a limit of 0.0% of Blood Alcohol Content for the above-mentioned circumstances; exceeding this limit is deemed as abuse
 - c. Adhere to the relevant national legislation and client's requirements

- 3. Discourage drug and alcohol abuse**
 - a. Inform and educate employees about dangers of abuse
 - b. Conduct unannounced medical screening according to established industrial norms
 - c. Impose disciplinary measures if this policy and or related guidelines are breached

This policy complements the company's QHSE Policy and Personnel Handbook.

Managing Director SPT Offshore

Mark Riemers

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