

DRUG & ALCOHOL POLICY



1. ZERO TOLERANCE

DEME wants to provide a safe, healthy and productive work environment for all DEME employees. In order to establish this, all DEME employees - wherever they are employed in the world - are entitled to a drug and alcohol-free environment.

Our aim is to act as a good employer and conduct our business activities in a way which will achieve the highest possible standard of health and safety for our employees, visitors and members of the public. We recognise that we can contribute to a safe, healthy and productive work environment by preventing drug and alcohol problems, by raising awareness, by identifying problems at the earliest possible stage and by offering support to those who have a problem.

The basic rule is that all workplaces - the office, onsite and aboard vessels - are free of drugs and alcohol, thus realising a zero-tolerance policy. Employees shall not use alcohol or drugs during working hours. Working hours shall be understood as: the hours included in the working schedules (+ any overtime) and any time required for the commute to and from work.

The successful implementation and establishment of this policy is the responsibility of all employees.

2. ALL EMPLOYEES

All DEME employees are expected to be able to start work, without risk to themselves or their colleagues. Thus, they shall not be under the influence of alcohol or drugs.

An employee is considered to be under the influence of alcohol and his/her performance impaired when he/she has a blood alcohol content of at least 40mg/100 ml (= 0.4 pro mille). The company expects a period of abstinence from alcohol to be exercised prior to any scheduled watchkeeping duties or work periods.

To monitor compliance to this policy, all personnel whilst engaged:

- onboard any marine craft or installation
- in control of any vehicle
- in the operation of any machinery (incl. powered tools)
- in and or during the supervision or management of any operations, physical work activities or tasks
- in any environment involving the above mentioned circumstances

can be submitted to drug and alcohol screening, at least once a year. Random and unannounced testing on the use and misuse of forbidden substances and alcohol will be performed regularly.

In any event, all vehicles shall be drug- and alcohol-free for safety reasons. The crew/Staff on board and sites always needs to be able to intervene in case of difficulties and/or emergencies. Neither drugs nor alcohol may be carried on board, on sites or be taken to offices.

We would also like to notify you that alcohol and/or drug abuse can be detected for long periods of time. Alcohol or drugs used before working time can still produce their effects during working time. Employees should take this into account.

Violation of the Drug and Alcohol Policy shall be considered a breach of employment contract and will lead to immediate sanctions and possible dismissal or, in the case of non-employees, will be reported to the individual's employer after which additional sanctions may apply.

3. COUNSELLING POLICY

An awareness campaign will be conducted as part of the implementation of this policy change. Counselling may be provided in individual cases. We encourage DEME employees to notify their DEME person of trust of any problems they may have relating to the abuse of alcohol, medicine, and/or drugs. The occupational physician can play a crucial role in relation to this.

4. DEME POLICY IS OUR MINIMUM STANDARD

The provisions of this policy note are the DEME standards; they always have to be implemented by every employee.

DEME expects its subcontractors to implement the same rules.

Local regulations or the principal's standards may be stricter than the DEME standards. All employees commit to observing these stricter provisions and to submit to any checks by DEME line management, or by the authorities, or by the party appointed by the principal to conduct such checks.

5. CHECKS

All shipboard and shore-based personnel are required to be in a condition to respond to an emergency at any time while on duty. The misuse of (legitimate) drugs or the use, possession, distribution, and/or sale of illicit or a prescribed drug onboard or ashore is strictly prohibited. Any use of a controlled substance which impedes job performance or job behaviour, is also prohibited.

The employer can check any and all employees within the limits permitted by the applicable legislation. This means, all sea-going personnel, onboard passengers, contractors and shore-based personnel, at our worksites

- Alcohol checks on board will be executed by the Master of the vessel. The Master shall be checked by the Chief Engineer.
- Alcohol checks ashore will be undertaken by the QHSE officer and/or Project Manager who is responsible.
- Drug tests will be undertaken by medical professionals

These checks are of a preventative and prohibitive nature.

Refusal to perform any test will be considered as a positive test result.

After each incident a check will be done. We will take statutory provisions into account, which follow the legislation which governs the employment.

However, we once again refer explicitly to Chapter 4 of our policy in this context.

6. SANCTIONS

This policy is proactive and aimed at raising awareness. Anyone who violates these provisions will be called out on this and may still rely on individual counselling to remediate the problem.

- In the case of a first violation:
 - Employee will be sent home/hotel/cabin for 1 day without pay or salary
 - Before the employee may return to work, he will have to visit a (occupational) physician or undertake an additional drug and alcohol test.
 - Upon return/signing off the employee will be interviewed by a member of the DEME management team or a representative.
- Second violation:
 - The employee will be dismissed, or the subcontractor contract will be terminated immediately.

Sanctions are valid for a five-year period.

Any unpaid wages as a result of these sanctions will be used for the company's awareness campaign regarding health and safety.


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