

# DRUGS & ALCOHOL Policy Statement

**GULMAR OFFSHORE HAS DEVELOPED A DRUGS AND ALOCOHOL POLICY AND STRICTLY ADHERES TO IT WHEN ONBOARD VESSELS AND ON ALL WORKSITES. ANY DEVIATION FROM THE SAME CALLS FOR DISCIPLINARY ACTION.**

As a policy Gulmar Offshore aims to ensure a working environment free from the inappropriate use of alcohol and drugs where employees are able to carry out their duties in a safe and efficient manner without impairment. This policy is designed to prevent and treat problems created in the workplace by inappropriate alcohol consumption and drug usage. This policy applies to all employees within the company and to all agents, contractors, consultants and any other individual working for, or on behalf of, the company and on all sites of Gulmar work scope.

If the company has reason to believe that an employee's work performance or conduct has been impaired through drug or alcohol abuse, the company will immediately invoke its disciplinary procedure which may result in the employee's dismissal. In investigating the incident, the employee may be required to undergo a medical examination to determine the cause of the problem.

Employees who believe that they have an alcohol or a drug problem are encouraged to seek specialist advice. Specialist advice is available from an employee's GP or local agencies. An employee may also discuss the matter with their manager in complete confidence. In appropriate cases, the manager will arrange for the employee to see a doctor, counselor or some other professionally qualified person.

Managers undertake to promote this policy and ensure its effective implementation. All employees are expected to take personal responsibility for their own alcohol consumption and/or drug use and to co-operate with management in assisting colleagues who have an alcohol or drug use problem.

In principle Gulmar Offshore affirms through this policy that :

- Possession or consumption of alcohol on worksites is strictly prohibited
- Supply, possession or use of illegal drugs is forbidden at all times on all worksites.
- Prescription drugs when declared to the site managers ,are only to be used as prescribed.
- No one should undertake related business or represent the company while unfit through drink or drugs.
- Substance misuse resulting in risk to the safety of others is likely to lead to serious misconduct.

Employees are required to be aware of this policy and adhere to it without any compromise.



**Patrick Chapalain**  
Chief Executive Officer - Gulmar Offshore



**"Our World is Under The Sea"**

1<sup>st</sup> of June 2011