

# Drugs and Alcohol Policy

Document Owner Approved CEO  
HSEQ Approved Helge Kvalvik

Revision 01  
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## POLICY

The Drugs and Alcohol Policy is applicable to all personnel on board vessels managed by the Company. For Boa crew it is valid for the whole period the personnel is in service for the Company.

- No individuals shall be under the influence of drugs or alcohol when embarking or during the stay on board the vessel.
- All use or possession of drugs or alcohol is strictly prohibited while on board or on temporary shore leaves.
- On travels to or from the vessel, vessel crew shall at all times adhere to the laws and regulations of the applicable states and the transport companies. If crew change or any other acts for embarking the vessel is carried out by helicopter, crew boats or any other means of transport, the regulations specified above for "on board the vessel" shall be enforced from the arrival to a helicopter base or another shore starting point for the last transport to the vessel.
- Prescriptive drugs shall be registered with the Master or the Medic on embarkation

## CONSEQUENCES OF POLICY VIOLATIONS

- Any breaches to the Drugs and Alcohol Policy shall be subject to disciplinary actions which may involve removal from duty, removal from the vessel and/or termination of the employment contract.
- Any person testing positive for alcohol or drugs in a breathalyzer or urine test on board shall immediately be relieved from his or her duties, and removed from the vessel at the first possible occasion. For personnel not employed by the Company, the individual's employer shall be notified, and shall be responsible for removing the individual from the vessel. A 3<sup>rd</sup> party employee violating the Drugs and Alcohol Policy shall not be allowed back on any Company vessel.
- The Master may, in force of his or her overriding authority, implement other immediate reactions.

## CONTROLS

- Personnel embarking the vessel shall have confirmed in writing that they understand the intentions and the contents of the policy, including the potential reactions and the control measures.
- All on board may be subject to unannounced and random tests administered by the Master or other qualified personnel. Tests may be initiated by the Master or Company Shore Management.
- The Master or an officer authorized by the Master may at any time and in any location carry out drugs and alcohol searches on board.
- Tests shall be carried out on personnel involved in any serious incident.
- A refusal to submit to tests or searches will be considered as a violation the policy.
- Tests and searches shall be completed in accordance with Company procedures and shall be witnessed by a representative for the crew.
- Information regarding the selection of individuals to be tested and the results shall be treated with discretion in accordance with generally accepted rules for handling personal or medical information. The results shall be logged and reported to the Maritime Personnel Managers. The CEO shall be informed of all policy violations.

Trondheim, 2018-06-21



Helge Kvalvik, CEO

*The contents of the D&A Policy is familiar and understood,  
including applicable controls and consequences of policy  
breach*

Signature:

Date and name: