

OCS Services recognizes the potential danger in the misuse of drugs, alcohol or solvents to an individual's personal safety, the safety of colleagues, Company assets and the organization as a whole. This policy is part of OCS Services QHSSE Policy to managing the health, safety and welfare of all personnel at work or engaged in work related activities. The Company will endeavor to eliminate alcohol, drugs and solvents abuse by employees, workers and contractors deployed in the course of Company business and will assist and co-operate with official bodies and clients in the execution of their legislative or contractual alcohol, drug and solvent abuse policies wherever applicable.

As part of this commitment OCS Services has adopted zero tolerance for the presence of alcohol or substances in the body that may impair the mental and/or physical capabilities of employees, workers and contractors putting them and potentially those around them at risk. The overall objective of this Policy is to maintain a safe working environment for all OCS Services employees, workers, contractors and visitors as part of our duty of care. Additionally, the policy will provide a consistent approach to managing drug and alcohol issues within the workplace and offer reasonable support and assistance to employees affected.

The use, possession, distribution or sale of controlled substances such as drugs or alcohol, being under the influence of such controlled substances (drugs and alcohol) or the abuse of solvents or other substances is forbidden whilst on duty at any work location or while reporting to work or while returning from the work or testing positive for alcohol or any drug including, but not limited to, inactive components or metabolites associated with the use of such drugs is strictly prohibited while on duty, while on Company premises or work sites or while operating or travelling in the Company's equipment or vehicles.

All personnel working on any vessel, offshore & onshore installation, yard, quay, vehicle or spool base whether operated by OCS Services, the Client or a Third Party are required to report the use of prescription medication, particularly where it may cause any physical or mental impairment which is likely to affect work performance, endangering themselves and others.

This policy is designed to operate on a global basis; however regional policies may be implemented which underpin, enhance or address specific local legislation where applicable. Where this is the case, clear reference will be made to the existence of such policies, normally in the contract of employment, engagement or subcontract documentation as appropriate.