



Drugs and alcohol policy

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Approved by: Uksnøy, Øystein

Uksnøy & Co AS is committed to providing and maintaining a safe and healthy working environment as stated in the Health, Safety and Environmental (HSE) Policy (SMS 2D30).

The Company recognises that drug, alcohol and other substances will have a detrimental effect on the health and safety of individuals and co-workers.

All personnel working for the Company are expected to be in a fit condition at all times when on duty. Individuals reporting for or returning to work for Uksnøy & Co AS whose behaviour reflects intoxication by alcohol, drugs or other substances shall not be permitted to conduct their normal duties until such time as their condition is deemed acceptable by the local management. Uksnøy & Co AS has a "zero tolerance against drug and alcohol" and reserves the right to refuse such personnel entry to any Uksnøy & Co AS vessel or premises, and disciplinary action will be taken.

- Any person found to be involved in the sale, purchase, use or possession of any amount of illegal drugs or unauthorised alcohol whilst engaged on Uksnøy & Co AS operations or working on behalf of Uksnøy & Co AS shall be removed from the site or operation at the first opportunity.
- All prescribed and over-the-counter medicines taken onto vessels or other offshore operations must be declared to the medically responsible person onboard.
- Random testing or screening for drug and alcohol may be carried out without any warning.
- Any individual involved in an accident or injury, or appearing to be in an impaired condition at work, may be required to submit to tests for the presence of drugs, alcohol or other substances.
- The Company will take disciplinary actions as considered appropriate for any violation of this policy.

Employees have a responsibility to assist Uksnøy & Co AS in achieving its goal of providing a healthy and safe working environment. Employees should bring any suspected case of substance abuse to the attention of their supervisor or other appropriate person.

Individuals must feel free to approach any supervisor at all times to discuss any drugs, alcohol or related issue in the full knowledge that such information will be treated in the utmost confidence. Where appropriate, Uksnøy & Co AS will assist employees in dealing with any such drugs and alcohol related issues. Information and records relating to such actions will be kept confidential and separate from the individual's personnel file.

Aalesund 14.10.2014

A handwritten signature in blue ink, appearing to read 'Øystein Uksnøy', written over a horizontal line.

Øystein Uksnøy
Chief Executive Officer
Uksnøy & co AS