



Aethon Marine Services LLC

DRUG AND ALCOHOL ABUSE POLICY

Purpose

Being under the influence of alcohol or drugs can seriously impair an individual's judgment and reactions leading to an increased risk of accidents and injuries occurring.

The aim of this policy is to ensure the safety of all employees, contracted workers, and visitors by having clear rules in place regarding use and possession of alcohol and drugs.

Principles

All employees, contractors and contracted inspectors will be treated consistently and fairly in line with this policy. The Company maintains a zero tolerance for non-compliance with its D & A policy. The misuse of legitimate drugs, or use, possession, distribution, or sale of illicit or unprescribed controlled drugs is prohibited.

The Company exercises the highest degree of care and diligence in securing its premises against drug trafficking and will co-operate with all agencies to ensure that its office/s premises, employees or contractors are not used for the carriage of illicit drugs.

Scope

The Company's alcohol and drugs policy applies to all employees, inspectors (in-house or contracted) and contractors carrying out work on behalf of AMS

Rules

The Company's policy is that during working hours and at all times whilst on work premises or on work assignments of company, the employees or contracted personnel Blood Alcohol Content (BAC) should be ZERO and free of any illegal drug. This will help to ensure the health and safety of employees and others with whom they come into contact, to maintain the efficient and effective operation of the business, and to ensure customers receive the service they require.

For these reasons, the following rules will be strictly enforced.

No employee, worker or contractor shall -

- *Be in possession of alcohol or illegal drugs* in the workplace;*
- *Supply others with illegal or legal drugs** in the workplace;*
- *Supply others with alcohol in the workplace.*
- *Consume alcohol or illegal drugs or abuse any substance whilst at work,*

***Illegal drugs include but are not limited to heroin, cannabis/marijuana, cocaine, ecstasy and amphetamines*

In addition, employees, workers or contractors must –

- *Ensure they are aware of the side effects of any prescribed legal medicinal drugs;*
- *Advise QHSE manager or admin manager immediately of any side effects of prescription drugs, which may affect work performance or the health and safety of themselves or others. For example, drowsiness.*

Contravention of these rules is gross misconduct and the Company will take disciplinary action for any breach of these rules, and will result in dismissal from employment. In the case of contractors, services will be terminated immediately upon a breach of these rules.

Managing Director *03 January 2021*
Approved: _____ *Date:* _____