

# Drug and Alcohol Policy

---

Mermaid Subsea Services (Known as MSS or the Company) is committed to the health, safety and welfare of all personnel working within the wider framework of the Company's operations.

To ensure MSS to complies with its policies as a responsible employer, the Company states categorically that the abuse of drugs or alcohol by any Manager, Employee, Subcontractor or other person whilst under the care or direction of the Company will not be tolerated under any circumstances.

Being on the way to the work site, on the work site, driving a company vehicle or on Company/client property whilst under the influence of drugs, alcohol or other substances shall be considered as sufficient grounds for disciplinary action that may include Summary Dismissal without recourse.

The illicit use of legal drugs or the use, possession or distribution / sale of illegal drugs are a violation of the Laws of Countries of operation.

Therefore any person knowingly permitting the use or supply of any controlled and/or illicit drugs, or certain other activities to take place on our premises, vessels or other work sites will be committing an offence and are thereby subject to instant dismissal, without recourse. The Company will include involvement of the Authorities if sufficient grounds exist.

- The possession of alcohol for consumption on Company premises or on any work location is totally prohibited.
- The possession of dangerous weapons on Company premises or work locations is totally prohibited.
- There is a mandatory alcohol test for personnel prior to traveling offshore.

Any person, regardless of position, giving rise to reasonable suspicion of drug, alcohol or substance impairment whilst on Company premises or on any worksite shall be liable for drug, alcohol or substance abuse testing at a laboratory or centre nominated by the Company.

Positive results of such testing shall be grounds for disciplinary action and shall result in all costs involved being deducted from any monies earned.

*ML Midgley*

Mark Midgley  
Chief Operating Officer  
28 February 2018