

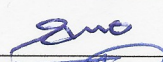


MARITIME SUPPORT SERVICES LIMITED

Title:	ALCOHOL AND DRUG ABUSE POLICY	Procedures No:	MSSL 011
Date	January 2015	Revision number:00	Page 1 of 1

Maritime Support Services Limited is committed to a Safe, healthy and productive work place for all employees. Therefore, for the protection of the individual and their fellow employees, the following measures have been agreed and may result in the summary dismissal of employee/employees concerned;-

- The misuse of legitimate drugs, the possession, distribution, Sale of illicit or controlled drugs on Maritime Support Services Limited business premises or Maritime Support Services Limited vessels.
- Possession, use, distribution or sale of alcoholic beverages on Maritime Support Services Limited business premises or upon Maritime Support Services Limited vessels.
- Being unfit for work resulting from the use of drugs or the taking of alcohol.
- Testing positively for prohibited drug or alcohol.
- Failure to reasonably accede to a request for random alcohol or drugs testing.
- Any person taking medication prescribed by a doctor, which may impair their performance or ability to operate machinery, must advise the Master or their Line Manager as appropriate.
- Senior Management may require any employee, sea or shore based to submit to a random alcohol and/or drugs test when required.
- Senior Management may initiate random searches for drugs and/or alcohol on Maritime Support Services Limited business premises and on Maritime Support Services Limited Vessels.
- This Policy is applicable to all Employees, Sub –Contractors, Pilots, Passengers, Visitors, Vendor Personnel within or on board Maritime Support Services Limited property .Non-Maritime Support Services Limited employees will be requested to leave the Maritime Support Services Limited property and will be reported to their parent Company

Controlled by:	MSSL HSEQM	
Approved by:	Managing Director	