



TL Geohydrographics

DRUG, ALCOHOL AND SUBSTANCE ABUSE POLICY

TL Geohydrographics recognises the potential dangers of alcohol, drugs and solvent abuse in the workplace will impair an individual's work performance, both in short and long term. Such impairment will affect performance and productivity on the job, the health, safety and security of colleagues and the organisation as a whole. The company will endeavour to prevent drug, alcohol and substance abuse by employees or workers deployed in the course of company business and will assist and co-operate with clients in the execution of their substance abuse policies.

Any individual deployed in the course of the company's business who, in the opinion of management or a representative of the management, is in the possession of or under the influence of alcohol, drugs of abuse or solvents will not be permitted to work or access company, client or suppliers property, work sites or board vessels. Anyone who attempts to do so shall be suspended from work pending investigation. Any individual working offshore who is taking prescribed drugs must inform the company's senior representative at the offshore work site as soon as is practically possible.

Any employee, who is aware that others are in possession of or under the influence of alcohol, drugs of abuse or solvents should immediately advise their immediate Supervisor at the work site, or a member of the Management.

TL Geohydrographics shall have the right at any time, through any person authorised by the company to do so, to request urine and/ or breath samples from any individual to be taken and tested for the presence of alcohol, prohibited drugs and/ or substances other than those prescribed by a medical doctor. Testing of individuals may be conducted under the following circumstances: -

- As a condition of employment or engagement.
- Where there are reasonable grounds for suspicion that an individual is under the influence of alcohol, drugs or other substances.
- Following any accident or injury at work involving individuals deployed in the course of company business.
- As part of a random testing procedure.

TL Geohydrographics cannot legally enforce the giving of samples, however, any person who fails to comply with the request for samples for such testing, and those who have presented samples for testing which subsequently prove to be positive, may be subject to disciplinary action up to and including dismissal.

TL Geohydrographics reserves the right at any time to search the individual's person, personal effects and baggage whilst in transit, on the job site, or prior to being mobilised to work site. However, any individual who refuses permission for the search to take place will be considered to be in breach of his contract and may be subject to disciplinary action up to and including dismissal.

It is a condition of employment or engagement that all employees or workers deployed in the course of the company's business are in full compliance with this policy.

W. A. Petrie
Executive Director
TL Geohydrographics Pte Ltd
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