ALCOHOL & DRUGS POLICY

This Alcohol & Drugs policy applies to all TOS-employees, working onshore or on board of any sort of vessel, barge, rig and/or installation. Violation of this Alcohol & Drugs policy will lead to disciplinary and/or legal actions. Any Alcohol & Drugs policies of the Owner of the vessel, barge, rig or installation and/or the Customer of TOS shall apply concurrently.

In case of any incongruence between policies, the policy of the Owner/Customer shall prevail over this TOS Policy.

TOS wants to ensure that health and safety risks are minimized for all our employees. The use of alcohol and drugs can directly result in an unsafe working environment for the employee, other employees and any other individuals involved. Therefore, in order for TOS and her Customers to maintain a safe and healthy work environment, a ZERO tolerance Alcohol & Drugs policy is applicable. Meaning that any consumption of alcohol is prohibited at all times during presence upon the work site (which includes any vessel, barge, rig or installation) and at minimum 24 hours prior to the estimated start of working activities by the employee.

Additionally, the (mis)use, possession, distribution, trafficking, smuggling and/or sale of (non-prescription) unauthorized drugs is strictly prohibited. Also, bringing alcohol and/or drugs on board of the worksite is strictly prohibited. Any behaviour resulting from the misuse of alcohol and/or drugs which harms or could harm the employee, other employees and any other individuals involved shall lead to disciplinary and/or legal actions. The Master must be informed immediately of such behaviour and the Master shall inform all relevant parties.

Although allowed, the use of over-the-counter or prescription medications may interfere with work performances. Employees need to make sure they take the medication appropriately, with the aim of treating a legitimate medical condition and will not constitute a danger to the themselves, the co-workers, or the ship itself. Misusing prescribed and/or over-the-counter drugs is not allowed. The employee taking the medicine is responsible and accountable in case any issues occur.

Any employee (appearing to be) under influence of, or found using alcohol and/or drugs, is obliged to undergo an Alcohol & Drugs test, executed by an authorized authority, if requested. The authorized authority shall be informed of the applicable ZERO tolerance Alcohol & Drugs policy. If an 'unfit for duty' statement is issued by the authorized authority (meaning the result from the test is 'positive'), the employee shall be dismissed immediately. All costs incurred due to immediate dismissal shall be for the account of employee. In the situation, that the employee is employed to work on board of a vessel, barge, rig or installation, the Master is always authorized to examine the employee as well, if employee is (appearing to be) under influence of or found using alcohol and/or drugs, however always under presence of at least one witness. As part of this examination an Alcohol & Drugs test might be executed by the Master. The employee is obliged to undergo the test. Upon the request of the Master, the employee will be removed from the vessel, barge, rig or installation immediately if the result of the test is 'positive'.

Depending on the location of the work, strict local regulations might apply to possession, consumption and/or trade in alcohol and/or drugs. The employee is hereby explicitly warned that he could face imprisonment or other formal sanction as defined by local laws and regulations. Formal sanctions could, in some jurisdictions, even include physical punishment.

Finally, addiction to alcohol and/or drugs is detrimental to the health and well-being of any human being. Not only from a work perspective. Also in the private surroundings of a person, such addiction can lead to severe consequences. TOS would like to stress that alcohol and/or drugs addiction can successfully be treated. TOS encourages any employee with drug or alcohol dependencies to seek help, to gain control over the addiction and to undergo appropriate treatment.
Should you have further specific questions regarding this Alcohol & Drugs Policy, please do not hesitate to contact your TOS-consultant, we will do our utmost to help you. If you suspect, or know, that any of your co-workers abuses drugs or alcohol whilst working, please contact your TOS-consultant. Employees seeking advice from TOS will be treated with respect and all information in connection herewith shall be treated confidentially.
Kind regards,

Rotterdam, The Netherlands, November 2024

The Board of Directors
Transport & Offshore Services