

## DRUG & AND ALCOHOL POLICY

Quest Maritime Services is committed to maintaining a safe working environment. Our work environment is Marine Charter. Our industry is a very busy one, and has the potential for staff to become fatigued, i.e working long hours in the tropical heat. Staff needs to be aware of the need for rest and be able to recognize signs of fatigue.

The impact of unsafe behavior with regard to alcohol and other drugs can cause serious injury and even death. People under the influence of alcohol or drugs also put their co-workers, clients, passengers and others at risk.

Alcohol and drugs effect people in different ways, i.e.: poor judgment, fatigue, poor awareness of surroundings and altered behavioral patterns.

All employees and contractors have the right to expect to be able to carry out their work without risk to their own health and safety, and without being put at risk by others under the influence of alcohol or drugs. It is for this reason that Quest Marine has undertaken to develop this policy.

- Under no circumstances is any staff member or contractor allowed to use any illegal drugs at their place of work.
- Illegal drugs or substances are forbidden in the workplace. This includes staff/employees/contractors taking illegal drugs or substances on board any company vessel.
- Any employee/contractor found to be taking illegal drugs will be reported to the relevant government bodies, including the police.
- Employees/contractors are not to ingest any alcohol 12hrs prior to duty.
- Employees/contractors are not to encourage or partake in any excessive drinking. Especially the day before a charter.
- Employees/contractors who are on prescribed medication that have warnings on the label, or have been advised by their doctor that medications may cause drowsiness or any other symptom are obliged to inform management prior to departure.
- Employees/contractors who are on any prescribed medication and believe it may affect the way they carry out their tasks have an obligation to inform their supervisor prior to departure.
- The Master is the ultimate supervisor on every charter. Should the Master deem a staff member to be under the influence of Alcohol or Drugs he will stand the staff member down until deemed fit to work.
- Employees/ contractors must stand down when instructed to by the Master.
- When an employee/contractor is stood down (when at sea) they are to rest in a safe area so as to promote recovery.
- Employees/contractors must not under any circumstances attend work under the influence of alcohol or drugs
- Any employee/ contractor that is suspected of being under the influence will not be permitted to operate any motors or machinery until they are in a "fit for work" condition.
- All incidents where employees/contractors have been instructed to stand down must be documented in the company incident reporting system.
- Any staff member believing that a co-worker is under the influence of alcohol or drugs has an obligation to bring it to the attention of the Master.

Brad Arnup  
Managing Director  
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