



MMA
OFFSHORE

Drug and Alcohol Policy

MMA Offshore Limited (**MMA**) has a zero tolerance approach to the possession and/or consumption of drugs or alcohol in the workplace, this includes working whilst under the influence of drugs and/or alcohol.

This Company Policy applies to all personnel employed by MMA, all contractors working on site and on-board vessels and all visitors to the Company's vessels and/or onshore facilities.

- We expect our employees to perform assigned tasks competently and in a manner that does not compromise or threaten the safety or health of themselves or others.
- Employees must not be under the influence of illicit drugs or alcohol at any time.
- A comprehensive drug and alcohol testing regime shall ensure that MMA enforces a zero tolerance approach to both drugs and alcohol.
- All prescribed medication shall be disclosed to the Vessel Master/Employees Manager; this is critical where employees are required to operate equipment or machinery.

David Ross
Managing Director

14 January 2020

